



# भारत का राजपत्र

## The Gazette of India

प्राधिकार से प्रकाशित  
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सं० 7] नई दिल्ली, शनिवार, फरवरी 17, 1968/माघ 28, 1889  
No. 7] NEW DELHI, SATURDAY, FEBRUARY 17, 1968/MAGHA 28, 1889

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।  
Separate paging is given to this Part in order that it may be filed  
as a separate compilation.

### नोटिस

### NOTICE

नीचे लिखे भारत के असाधारण राजपत्र 5 फरवरी 1968 तक प्रकाशित किये गये :—

The undermentioned Gazettes of India Extraordinary were published up to the 5th February 1968 :—

Issue No.	No. and Date	Issued by	Subject
34	S.O. 470, dated 2nd February, 1968	Election Commission, India	Calling upon the Ghosi Parliamentary Constituency to elect a person to fill the vacancy by reason of the death of Shri Jai Bahadur.
	S.O. 471, dated 2nd February, 1968	Do.	Appointment of dates for the above bye-election (S.O. 470).
	S.O. 472, dated 2nd February, 1968	Do.	Fixation of hours for the above bye-election (S.O. 470).
	S.O. 473, dated 2nd February, 1968.	Do.	Appointment of some officers to assist the Returning Officer for Ghosi Parliamentary Constituency bye-election (S.O. 470).
35	S.O. 474, dated 2nd February, 1968	Do.	Calling upon the Hazari-bagh Parliamentary Constituency to elect a person to fill the vacancy by reason of the resignation of Shri Basant Narain Singh.

Issue No.	No. & Date	Issued by	Subject
	S.O. 475, dated 2nd February, 1968.	Election Commission, India	Appointment of dates for the above bye-election (S.O. 474).
	S.O. 476 dated 2nd February, 1968.	Do.	Fixation of hours for the above bye-election (S.O. 474).
36	S.O. 477, dated 2nd February, 1968.	Do.	Amendments in the notification No. 56/67-III (S.O. 3483), dated 26th September, 1967.
37	S.O. 478, dated 3rd February, 1968	Ministry of Information & Broadcasting	Approval of the films as specified therein.
38	S.O. 479, dated 3rd February, 1968.	Ministry of Commerce	Further amendment to the Exports (Control) Order, 1962.
39	S.O. 480, dated 5th February, 1968.	Do.	The Export of Cashew Kernels (Quality Control and Inspection) Amendment Rules, 1968.
40	S.O. 481, dated 5th February, 1968	Ministry of Home Affairs	The Unlawful Activities (Prevention) Rules, 1968.

ऊपर लिखे असाधारण राजपत्रों की प्रतियां प्रकाशन प्रबन्धक, सिविल लाइन्स, दिल्ली के नाम मांगपत्र भेजने पर भेज दी जायेंगी। मांगपत्र प्रबन्धक के पास इन राजपत्रों के जारी होने की तारीख से 10 दिन के भीतर पहुंच जाने चाहिए।

Copies of the Gazettes Extraordinary mentioned above will be supplied on indent to the Manager of Publications, Civil Lines, Delhi. Indents should be submitted so as to reach the Manager within ten days of the date of issue of these Gazettes.

### भाग II—खण्ड 3—उपखण्ड (ii)

#### PART II—Section 3—Sub-section (ii)

(रक्षा मंत्रालय को छोड़कर) भारत सरकार के मंत्रालयों और (संघ क्षेत्र प्रशासन को छोड़कर) केन्द्रीय प्राधिकरणों द्वारा जारी किए गए विधिक आदेश और अधिसूचनाएँ।

**Statutory orders and notifications issued by the Ministries of the Government of India (other than the Ministry of Defence) and by Central Authorities (other than the Administration of Union Territories).**

### ELECTION COMMISSION, INDIA

*New Delhi, the 8th February 1968*

**S.O. 580.**—In pursuance of section 106 of the Representation of the People Act, 1951, the Election Commission hereby publishes the Order, pronounced on the 24th November, 1967 by the High Court in Election Petition No. 10 of 1967.

## IN THE HIGH COURT OF JUDICATURE AT PATNA

ELECTION PETITION No. 10 OF 1967

Shri Bhism Prasad Yadav—*Petitioner.**Versus*Shri Kamla Mishra 'Madhukar'—*Respondent.*

Serial No. of order	Date of order	Order with Signature	Office note as to action (if any) taken on order
36	24-11-67	Further inspection of the ballot papers taken up in presence of learned counsel of the parties. The ballot papers of the remaining 20 booths of Kesaria assembly constituency were opened one by one in presence of counsel of the parties and the following ballot papers were picked out and marked as exhibits.	
		The rest were re-sealed.	
		Sl. No.	Ext. No.
		Booth no. 61 . . .	144756 3/224 14534 3/225
		Booth no. 62 . . .	Nil ..
		Booth no. 63 . . .	146527 3/226 146190 3/227 146455 3/228
		Booth no. 64 . . .	147221 3/229 147320 3/230 147175 3/231 147465 3/232 147255 3/233 147234 3/234
		Booth no. 65 . . .	148171 3/235
		Booth no. 65 . . .	148400 3/236
		Booth no. 66 . . .	149423 3/237 149448 3/238 150421 3/239
		Booth no. 67 . . .	150012 3/240 150146 3/241 150010 3/242
		Booth no. 68 . . .	150988 3/243 151331 3/244 151208 3/245 151399 3/246 151162 3/247 151002 3/248 151315 3/249 151340 3/250
		Booth no. 69 . . .	152282 3/251 152285 3/252 152177 3/253 152402 3/254
		Booth no. 70 . . .	153423 3/255 153561 3/256 15329 3/257
		Booth no. 71 . . .	154307 3/258 154532 3/259 154140 3/260 154331 3/261

Serial No. of order	Date of order	Order with Signature	Office note as to action (if any) taken on order
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		Sl. No.	Ext. no.
	Booth no. 72 . . .	155035 155119 154843	3/262 3/263 3/264
	Booth no. 73 . . .	155657	3/265
<i>Election Petition no. 10 of 1967.</i>			
	Booth no. 74 . . .	156789 156836 156824 156673	3/266 3/267 3/268 3/269
	Booth no. 75 . . .	157806 157888 157956 157963 157883 157962 157955 157943 157861 157933 157416 157935 157553 157458 157562 157456 157572 157702 157538 157475 158000 157923 157524	3/270 3/271 3/272 3/273 3/274 3/275 3/276 3/277 3/278 3/279 3/280 3/281 3/282 3/283 3/284 3/285 3/286 3/287 3/288 3/289 3/290 3/291 3/292
	Booth no. 76 . . .	158917	3/293
	Booth no. 77 . . .	159597	3/294
	Booth no. 78 . . .	160336 160616 160911 160708 160632 160811 160389 160435 160390 160398	3/295 3/296 3/297 3/298 3/299 3/300 3/301 3/302 3/303 3/304
	Booth no. 79 . . .	161601 161500 161844 161590 161876 161712	3/305 3/306 3/307 3/308 3/309 3/310
	Booth no. 80 . . .	162454	3/311



The following exhibits were picked out from the bundles of rejected ballot papers viz. Exts. 3/239, 3/243, 3/244, 3/257, 3/258, 3/290 to 3/292, 3/303 and 3/304. The remaining ballot papers exhibited today were picked out from the bundles counted in favour of the respondent.

The counting of ballot papers of Madhuban and Kesaria assembly constituencies having been completed, the question arose as to whether the ballot papers of other assembly constituencies, comprised in Kesaria parliamentary constituency, to which this case relates, should be held. From the materials collected as a result of the inspection of the ballot papers of two of the assembly constituencies mentioned above, I feel convinced in my mind that no useful purpose would be served by continuing the inspection of ballot papers of the other assembly constituencies because even upon a most liberal consideration there is absolutely no chance of the petitioner being able to prove that as a matter of fact he had secured the majority of votes or that he is fit to be declared as the returned candidate. I indicated this view of mine to learned counsel for the parties. Thereupon, learned counsel for the petitioner took time to consult his client, who was present in the court room, and thereafter learned counsel for the petitioner stated that although the inspection of ballot papers conducted in this Court have disclosed several illegalities and irregularities in the matter of rejection and counting of ballot papers in favour of the successful candidate, yet the evidence so far brought on record gives very little indication that the petitioner would ultimately succeed in making up the shortage of about 3,600 votes which is the difference between the votes counted in his favour and the votes declared to have been polled in favour of the returned candidate. In this view of the matter, learned counsel for the petitioner intimated to the Court that further inspection of ballot papers need not be continued and that in view of the materials already brought on the record, the petitioner does not press his case based upon the improper and illegal receipt of votes in favour of the respondent and illegal rejection of votes polled in favour of the petitioner. Thus, so far as issues Nos. 3 to 5 are concerned framed in this case, they are not pressed.

Regarding issue of corrupt practice involved in issue No. 2 framed in this case, learned counsel for the petitioner concedes that the evidence, which his client has been able to adduce in order to establish corrupt practice on the part of the election agent of the respondent, is not such which the petitioner can commend to the Court for acceptance. In this view of the matter, issue No. 2 is also not pressed.

It has not been shown that there is any fatal defect affecting the maintainability of the election petition, but, in the circumstances indicated above, learned counsel for the petitioner concedes that he cannot reasonably ask for any decision on issue Nos. 6 and 7 in favour of the petitioner. In other words, the petitioner does not propose to press this election petition any further.

In the circumstances mentioned above, the election petition is dismissed. But, in the special circumstances of this case, the parties will bear their own costs.

[No. 82/BR/10/67.]

## ORDERS

*New Delhi, the 22nd January 1968*

**S.O. 581.**—Whereas the Election Commission is satisfied that Shri Ratan Hasasing Butani, 87-5, Agra Road, Mulund Colony, Bombay, a contesting candidate for election to the House of the People from Bombay North East constituency, has failed to lodge an account of his election expenses within the manner required by the Representation of the People Act, 1951, and the Rules made thereunder;

And whereas, the said candidate even after due notice has not given any good reason or explanation for the failure;

Now, therefore, in pursuance of section 10A of the said Act, the Election Commission hereby declares the said Shri Ratan Hasasing Butani to be disqualified for being chosen as, and for being, a member of either House of Parliament or of the Legislative Assembly or Legislative Council of a State for a period of three years from the date of this Order.

[No. MT-HP/8/67(1).]

**S.O. 582.**—Whereas the Election Commission is satisfied that Shri Bholabhai Nanka, 137/3691, Pant Nagar, Ghatkopar, Bombay-75, a contesting candidate for election to the House of the People from Bombay North East Constituency, has failed to lodge an account of his election expenses as required by the Representation of the People Act, 1951, and the Rules made thereunder;

And whereas, the notice to show reason or explanation for the failure has been received back undelivered as his whereabouts are unknown;

Now, therefore, in pursuance of section 10A of the said Act, the Election Commission hereby declares the said Shri Bholabhai Nanka to be disqualified for being chosen as, and for being, a member of either House of Parliament or of the Legislative Assembly or Legislative Council of a State for a period of three years from the date of this Order.

[No. MT-HP/8/67(2).]

By Order,

A. N. SEN, Secy.

### MINISTRY OF HOME AFFAIRS

*New Delhi, the 31st January 1968*

**S.O. 583.**—In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules further to amend the Manipur Employees (Revision of Pay) Rules 1966.

1. These rules may be called the Manipur Employees (Revision of Pay) Amendment Rules 1967

In Schedule to the Manipur Employees (Revision of Pay) Rules, 1966:—

- (i) Under the heading "Industries Department" the word "weaving" occurring in column 2 against item No. 40 shall be deleted.
- (ii) Under the heading "Industries Department" in column 2 against item No. 48, the words "Marking Officer" shall be replaced by "Marketing Officer".
- (iii) Under the heading "Industries Department" for the existing entries against item Nos. 50 and 51, the following shall be inserted:—  

"50 Assistant Instructor [Carpenter]	Rs. 60-2-80-EB- $\frac{1}{4}$ -100	Rs. 110-3-125-EB-3 -140-EB 3-149-4-165
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- (iv) Under the heading "Industries Department", the existing item No. 52 shall be re-numbered as item No. 51.

[No. 1/16/65-HMT.]

R. C. JAIN, Dy. Secy.

*New Delhi, the 9th February 1968*

**S.O. 584.**—In pursuance of clause (1) of article 239 of the Constitution, the President hereby directs that, notwithstanding anything contained in paragraph 3 of the Land Improvement Loans and Agriculturists' Loans (Application to the State of Pondicherry) Order, 1956, the Lieutenant Governor of the Union territory of Pondicherry shall, subject to the control of the President and until further orders, also exercise the powers and discharge the functions of the State Government under the Land Improvement Loans Act, 1883 (19 of 1883) and the Agriculturists' Loans Act, 1884 (12 of 1884) and the rules made thereunder, within that Union territory.

[No. F. 2/1/68-UTL.]

P. N. KAUL, Dy. Secy.

**MINISTRY OF FINANCE**  
(Department of Economic Affairs)  
New Delhi, the 7th February 1968

**S.O. 585**—Statement of the Affairs of the Reserve Bank of India, as on the 27th February 1968.

**BANKING DEPARTMENT**

LIABILITIES		ASSETS	
	Rs.		Rs.
Capital Paid Up . . . . .	5,00,00,000	Notes . . . . .	22,72,37,000
		Rupee Coin . . . . .	5,26,000
Reserve Fund . . . . .	80,00,00,000	Small Coin . . . . .	3,59,000
		Bills Purchased and Discounted:—	
National Agricultural Credit (Long Term Operations) Fund .	131,00,00,000	(a) Internal . . . . .	..
		(b) External . . . . .	..
		(c) Government Treasury Bills . . . . .	254,24,28,000
National Agricultural Credit (Stabilisation) Fund . . .	25,00,00,000	Balances Held Abroad* . . . . .	121,38,16,000
		Investments** . . . . .	189,43,71,000
		Loans and Advances to:—	
National Industrial Credit (Long Term Operations) Fund .	30,00,00,000	(i) Central Government . . . . .	..
		(ii) State Governments@ . . . . .	66,97,89,000
Deposits:—		Loans and Advances to:—	
(a) Government—		(i) Scheduled Commercial Banks† . . . . .	6,73,52,000
(i) Central Government . . . . .	69,58,28,000	(ii) State Co-operative Banks† . . . . .	198,21,28,000
		(iii) Others . . . . .	2,60,15,000

LIABILITIES		ASSETS	
	Rs.		Rs.
(ii) State Governments . . . . .	14,25,68,000	Loans, Advances and Investments from National Agricultural Credit (Long Term Operations) Fund—	
(b) Banks—		(a) Loans and Advances to :—	
(i) Scheduled Commercial Banks . . . . .	140,67,76,000	(i) State Governments . . . . .	27,77,83,000
(ii) Scheduled State Co-operative Banks . . . . .	5,69,80,000	(ii) State Co-operative Banks . . . . .	13,18,50,000
(iii) Non-Scheduled State Co-operative Banks . . . . .	81,87,000	(iii) Central Land Mortgage Banks . . . . .	..
(iv) Other Banks . . . . .	10,22,000	(b) Investment in Central Land Mortgage Bank Debentures—	
(c) Others . . . . .	360-03,34,000	Loans and Advances from National Agricultural Credit (Stabilisation) Fund . . . . .	7,89,36,000
Bills Payable . . . . .	20,91,82,000	Loans and Advances to State Co-operative Banks . . . . .	7,85,48,000
Other Liabilities . . . . .	94,31-63,000	Loans, Advances and Investments from National Industrial Credit (Long Term Operations) Fund—	
		(a) Loans and Advances to the Development Bank . . . . .	5,86,85,000
		(b) Investment in bonds/debentures issued by the Development Bank . . . . .	..
		Other Assets . . . . .	52,42,17,000
Rupees . . . . .	977,40,40,000	Rupees . . . . .	977,40,40,000

\*Includes Cash and Short-term Securities.

\*\*Excluding Investments from the National Agricultural Credit (Long Term Operations) Fund and the National Industrial Credit (Long Term Operations) Fund.

@Excluding Loans and Advances from the National Agricultural Credit (Long Term Operations) Fund, but including temporary over drafts to State Governments.

† Includes Rs. 1,84,57,000 advanced to scheduled commercial banks against usance bills under Section 17(4)(c) of the Reserve Bank of India Act.

‡ Excluding Loans and Advances from the National Agricultural Credit (Long Term Operations) Fund and the National Agricultural Credit (Stabilisation) Fund.

Dated the 7th day of February, 1968.

An Account pursuant to the Reserve Bank of India Act, 1934, for the week ended the 2nd day of February 1968.

ISSUE DEPARTMENT

LIABILITIES	Rs.	Rs	ASSETS	Rs	Rs
Notes held in the Banking Department .	22 72,37,000		Gold Coin and Bullion :—		
Notes in circulation . . . . .	3079,07,71,000		(a) Held in India . . . . .	115,89,25,000	
Total Notes issued . . . . .		3101,80 08 000	(b) Held outside India . . . . .		
			Foreign Securities . . . . .	166,42 00,000	
			TOTAL . . . . .		282,31,25,000
			Rupree Coin . . . . .		79,23,83,000
			Government of India Rupee Securities . . . . .		2740 2 ,00,000
			Internal Bills of Exchange and other Com- mercial paper . . . . .		
TOTAL LIABILITIES . . . . .		3101,80,08,000	TOTAL ASSETS . . . . .		3101,80 08,000

Dated the 7th day of February 1968.

L. K. JHA,  
Governor.

[No F. 3(3)-BC/68.]

V. SWAMINATHAN Under Secy.

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**MINISTRY OF COMMERCE**
**ORDER***New Delhi, the 6th February 1968*

**S.O. 586.**—In partial modification of the Ministry of Commerce Order No. S.O. 2412 dated the 10th July 1967 published in the Gazette of India dated the 22nd July 1967, the Central Government hereby appoints Shri N. C. Kundu, Assistant Cost Accounts Officer, Office of the Jute Commissioner, Calcutta, as Member-Secretary of the body of persons appointed to enquire into the affairs of the Bengal Jute Mills, Howrah and the Victory Jute Mills, Calcutta, *vice* Shri N. C. Ghosh.

[No. 5(12)-Tex(D)/66.]

A. G. V. SUBRAHMANIAM, Under Secy-

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**वाणिज्य मंत्रालय**
**आदेश**

नई दिल्ली, 6 फरवरी 1968

**एस० ओ० 587.**—भारत के राजपत्र दिनांक [22 जुलाई, 1967 में प्रकाशित वाणिज्य मंत्रालय के आदेश संख्या मां० आ० 2412 दिनांक 10 जुलाई 1967 में आंशिक संशोधन करते हुए केन्द्रीय सरकार एतद् द्वारा पटसन आयुक्त के कार्यालय, कलकत्ता में सहायक लागत लेखा अधिकारी श्री एन० सी० कुन्दु को श्री एन० सी० घोष के स्थान पर, बंगाल जूट मिल्स, हावड़ा तथा विक्टरी जूट मिल्स, कलकत्ता के मामलों की जांच के लिए नियुक्त व्यक्तियों के निहाय के सदस्य-सचिव के रूप में नियुक्त करती है।

[स० 5 (12)-टैक्स (डी)/66.]

ए० जी० वी० सुब्रह्मण्यम, अवर सचिव।

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**(Office of the Deputy Chief Controller of Imports and Exports, Goa)**
**ORDER***Panjim, the 3rd February 1968*

**SUBJECT:**—Order for cancellation of Customs Purposes Copy and Exchange Purposes copy of licence No. P/EI/0139406C/XX/26/C/G/25-26 dated 18th October 1967 for Rs. 1,000/- issued in favour of M/s. Vaman Raghunath Fallary & Sons, Margao Goa.

**S.O. 588.**—M/s. Vaman Raghunath Fallary & Sons, Margao were granted an Import licence No. P/EI/0139406, dated 18th October 1967 for Rs. 1,000 for import of motor vehicle parts for the licensing period April—March 1968 from General Area. They have applied for duplicate copy of Customs and Exchange control purposes of the above mentioned licence on the ground that the original Customs and Exchange purposes copy of the licence have been lost or misplaced. It is further stated that the original licence is not registered with any Customs House and not utilised at all.

In support of this contention the applicant has filed an affidavit on stamped paper duly attested. I am satisfied that the original licence No. P/EI/0139406 dated 18th October 1967 have been lost or misplaced and direct that the duplicate Customs purposes copy and Exchange purposes copy of licence should be issued to the applicant. The original licence No. P/EI/0139406 dated 18th October 1967 is cancelled.

M/s. Vaman Raghunath Fallary & Sons,  
Rua Francisco Lourenco Costa,  
Margao Goa.

[No. EI/293-95-97-IV/84/AM68.]

R. D. PAWAR,  
Dy. Chief Controller of Imports and Exports.

(Office of the Joint Chief Controller of Imports and Exports)  
(Central Licensing Area)

#### ORDERS

*New Delhi, the 8th February 1968*

**S.O. 589.**—M/s. S. Nath & Company, 6-Esplanade Road, Delhi-6 were granted an established importers licence No. P/EI/0156005/C/XX/23-24/C-D/17-18 dated 13th March 1967 for Rs. 4590/- for import of M.V. Parts under Serial No. 293.95.97.IV for AM'64 licensing period. They have applied for the Duplicate Exchange Control Copy of the said licence on the ground that the original licence has been lost or misplaced. It is further stated by the firm that the original licence was not been utilised for Rs. 4400/-.

In support of this declaration the applicant has filed an affidavit duly attested by Oath Commissioner that the original licence has been lost or misplaced.

I am satisfied that the said original licence No. P/EI/0156005/C/XX/23-24/C-D/17-18 has been lost and direct that a Duplicate Exchange Control Copy should be issued to the applicant. The original licence is cancelled.

[No. MVP/230/6/AM'64/QL/CLA/2397.]

**S.O. 590.**—M/s. S. Nath & Company, 6-Esplanade Road, Delhi-6 were granted an established importers licence No. P/EI/0156006/C/XX/23-24/C-D/19-20 dated 18th March 1967 for Rs. 4590/- for import of M.V. Parts for S. No. 293-95-97-IV for AM'65 licensing period. They have applied for the Duplicate Exchange Control Copy of the said licence on the ground that the original licence has been lost or misplaced. It is further stated by the firm that the original licence was not utilised for Rs. 3827/-.

In support of this declaration, the applicant has filed an affidavit duly attested by Oath Commissioner that the original licence has been lost or misplaced.

I am satisfied that the said original licence No. P/EI/0156006 has been lost and direct that a duplicate Exchange Control Copy should be issued to the applicant. The original licence is cancelled.

[No. MVP/6/AM'65/QL/CLA/2398.]

**S.O. 591.**—M/s. S. Nath & Company, 6-Esplanade Road, Delhi-6 were granted an established Importers licence No. P/EI/0156007/C/XX/23-24/C-D/23-24 dated 18th March 1967 for Rs. 5725/- for import of M.V. Parts under S. No. 293-95-97-IV for AM'67 licensing period. They have applied for the Duplicate Exchange Control Copy of the said licence on the ground that the original licence has been lost or misplaced. It is further stated by the firm that the original licence was not utilised for Rs. 551/-.

In support of this declaration, the applicant has filed an affidavit duly attested by Oath Commissioner that the original licence has been lost or misplaced.

I am satisfied that the said original Exchange Control Copy of licence No. P/EI/0156007/C/XX/23-24/C-D/23-24 dated 18th March 1967 has been lost and direct that a Duplicate Exchange Control Copy should be issued to the applicant. The original licence is cancelled

[No. MVP/70/AM'67/QL/CLA/2399.]

P. M. NAIR,  
Jt. Chief Controller of Imports & Exports.

## MINISTRY OF STEEL, MINES & METALS

(Department of Mines and Metals)

*New Delhi, the 8th February 1968*

**S.O. 592.**—Whereas in pursuance of the notification of the Government of India in the late Ministry of Mines and Fuel No. S.O. 3894, dated the 22nd December, 1962 under section 9 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1957), the Central Government has acquired 2510 acres of land in villages Koihara, Kumbaradara alias Kumhradhara, Sewai, Bhuchungdih, Hutukdag and Gaurabera P.S. Ramgarh, district Hazaribagh;

And whereas Smt. Sochan Debi, w/o Bishundhari Singh, of village Koihara P.S. Ramgarh, district Hazaribagh (Bihar) the person interested has under section 13 of the said Act preferred her claim for compensation for acquisition of her land measuring 1.26 acres which forms part of the land so acquired before the competent authority;

And whereas the amount of compensation offered by the competent authority has been accepted by her under protest and there is a dispute as to the sufficiency of the amount of compensation offered;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal consisting of Shri P. K. Choudhary, Additional Judicial Commissioner, Ranchi, for the purpose of determining the amount of compensation payable to the person interested.

[No. C2-20(4)/65.]

**S.O. 593.**—Whereas in pursuance of notification of the Government of India in the late Ministry of Mines and Fuel No. S.O. 3894, dated the 22nd December, 1962, under section 9 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1957), the Central Government has acquired 2,510 acres of land in villages Koihara, Kumbaradara alias Kumhradhara, Sewai, Bhuchungdih, Hutukdag and Gaurabera P.S. Ramgarh, district Hazaribagh;

And whereas Shri Shibdal Sahu, Shri Budan Sanu, Shri Biju Sahu, Shri Laxmi Narain, Shri Nito, Shri Radharam of village Sewai, P.S. Ramgarh, district Hazaribagh (Bihar), the persons interested have under section 13 of the said Act preferred their claims for compensation for acquisition of their lands measuring 0.36 acres which forms part of the land so acquired before the competent authority;

And whereas the amount of compensation offered by the competent authority has been accepted by them under protest and there is a dispute as to the sufficiency of the amount of compensation offered;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal consisting of Shri P. K. Choudhary, Additional Judicial Commissioner, Ranchi for the purpose of determining the amount of compensation payable to the persons interested.

[No. C2-20(4)/65.]

**S.O. 594.**—Whereas in pursuance of the notification of the Government of India in the late Ministry of Mines and Fuel No. S.O. 3894, dated the 22nd December, 1962 under section 9 of the Coal Bearing Areas (Acquisition and Development)



Act, 1957 (20 of 1957), the Central Government has acquired 2,510 acres of land in villages Koihara, Kumbaradhara alias Kumhradhara, Sewai, Bhuchungdih, Hutukdag and Gaurabera P.S. Ramgarh, district Hazaribagh;

And whereas Shri Bhaglu Mahto and Shri Dheejan Mahto sons of Kishun Mahto, Shri Rameshwar Mahto, s/o Shri Gali Mahto, Shri Sanichar Mahto, Shri Matilal Mahto and Shri Jalpal Mahto sons of Shri Malu Mahto of village Sewai P.S. Ramgarh, district Hazaribagh (Bihar) the persons interested have under section 13 of the said Act preferred their claims for compensation for acquisition of their lands measuring 6.31 acres which forms part of the land so acquired before the competent authority;

And whereas the amount of compensation offered by the competent authority has been accepted by them under protest and there is a dispute as to the sufficiency of the amount of compensation offered;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal consisting of Shri P. K. Choudhary, Additional Judicial Commissioner, Ranchi, for the purpose of determining the amount of compensation payable to the persons interested.

[No. C2-20(4)/65.]

**S.O. 595.**—Whereas in pursuance of the notification of the Government of India in the late Ministry of Mines and Fuel No. S.O. 3894, dated the 22nd December, 1962, under section 9 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1957), the Central Government has acquired 2,510 acres of land in villages Koihara, Kumbaradhara alias Kumhradhara, Sewai, Bhuchungdih, Hutukdag and Gaurabera P.S. Ramgarh, district Hazaribagh;

And whereas Shri Shibdal Sahu, Shri Budhan Sahu, Shri Biju Sahu, Shri Lakhi Narain, Shri Nito and Shri Radharam of village Kumhradhara P.S. Ramgarh, district Hazaribagh (Bihar) the persons interested have under section 13 of the said Act preferred their claims for compensation for acquisition of their lands measuring 0.65 acres which forms part of the land so acquired before the competent authority;

And whereas the amount of compensation offered by the competent authority has been accepted by them under protest and there is a dispute as to the sufficiency of the amount of compensation offered;

✓ Now, therefore, in exercise of the powers conferred by the sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal consisting of Shri P. K. Choudhary, Additional Judicial Commissioner, Ranchi, for the purpose of determining the amount of compensation payable to the persons interested.

[No. C2-20(4)/65.]

**S.O. 596.**—Whereas in pursuance of the notification of the Government of India in the late Ministry of Mines and Fuel No. S.O. 3894, dated the 22nd December, 1962 under section 9 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1957), the Central Government has acquired 2,510 acres of land in villages Koihara, Kumbaradhara alias Kumhradhara, Sewai, Bhuchungdih, Hutukdag and Gaurabera P.S. Ramgarh, district Hazaribagh;

And whereas Shri Nagwa Pahan and Shri Motia Pahan sons of Salkhu Pahan, Shri Malu Pahan, and Shri Birsai Pahan sons of Shri Vday Pahan, Shri Mithue Sithu and Shri Laldhan sons of Shri Sukhi Pahan, Shri Dayal Pahan, Shri Dhanpat Pahan and Shri Balram Pahan sons of Shri Mani Pahan, Shri Tulsi Pahan, Shri Biswanath Pahan, Shri Sainath Pahan, and Shri Churka Pahan, sons of Shri Jawa Pahan of village Korhara, P.S. Ramgarh, district Hazaribagh (Bihar) the persons interested have under section 13 of the said Act preferred their claims for compensation for acquisition of their lands measuring 2.22 acres which forms part of the land so acquired before the competent authority;

And whereas the amount of compensation offered by the competent authority has been accepted by them under protest and there is a dispute as to the sufficiency of the amount of compensation offered;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal

consisting of Shri P. K. Chaudhary, Additional Judicial Commissioner, Ranchi for the purpose of determining the amount of compensation payable to the persons interested.

[No. C2-20(4)/65.]

**S.O. 597.**—Whereas in pursuance of the notification of the Government of India in the late Ministry of Mines and Fuel No. S.O. 3894, dated the 22nd December, 1962 under section 9 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1957), the Central Government has acquired 2510 acres of land in villages Koihara, Kumbaradara alias Kumhradhara, Sewai, Bhuchngdih, Hutukdag and Gaurabera P.S. Ramgarh, district Hazaribagh;

And whereas Shri Mohan Mahto s/o Shri Dhakanu Mahto, Shri Ghutu Mahto, s/o Shri Jogi Mahto, Shri Loknath Mahto, s/o Shri Madhu Mahto, Shri Bhulu Mahto, s/o Shri Ganawai Mahto, Most. Sachan w/o Shri Gulab Mahto and Most. Alwaria, w/o Shri Ritu Mahto of village Sewai, P.S. Ramgarh, district Hazaribagh (Bihar), the persons interested have under section 13 of the said Act preferred their claims for compensation for acquisition of their lands measuring 10.46 acres which forms part of the land so acquired before the competent authority;

And whereas the amount of compensation offered by the competent authority has been accepted by them under protest and there is a dispute as to the sufficiency of the amount of compensation offered;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 14 of the said Act, the Central Government hereby constitute a Tribunal consisting of Shri P. K. Choudhury, Additional Judicial Commissioner, Ranchi, for the purpose of determining the amount of compensation payable to the persons interested.

[No. C2-20(4)/65.]

**S.O. 598.**—Whereas in pursuance of the notification of the Government of India in the late Ministry of Mines and Fuel No. S.O. 3894 dated the 22nd December, 1962 under section 9 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1957), the Central Government has acquired 2,510 acres of land in villages Koihara, Kumbaradara alias Kumhradhara, Sewai, Bhuchungdih, Hutukdag and Gaurabera P.S. Ramgarh, district Hazaribagh;

And whereas Shri Gardhari Sanar and Shri Jadu Sanar, sons of Shri Kalicharan Sanar of village Kumhradhara P.S. Ramgarh, district Hazaribagh (Bihar), the persons interested have under section 13 of the said Act, preferred their claims for compensation for acquisition of their lands measuring 1.05 acres which forms part of the land so acquired before the competent authority;

And whereas the amount of compensation offered by the competent authority has been accepted by them under protest and there is a dispute as to the sufficiency of the amount of compensation offered;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal consisting of Shri P. K. Choudhury, Additional Judicial Commissioner, Ranchi for the purpose of determining the amount of compensation payable to the persons interested.

[No. C2-20(4)/65.]

**S.O. 599.**—Whereas in pursuance of the notification of the Government of India in the late Ministry of Mines and Fuel No. S.O. 3894, dated the 22nd December, 1962 under section 9 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1957), the Central Government has acquired 2,510 acres of land in villages Koihara, Kumbaradara alias Kumhradhara, Sewai, Bhuchngdih, Hutukdag and Gaurabera P.S. Ramgarh, district Hazaribagh;

And whereas Shri Mohan Mahto, s/o Shri Dhakanu Mahto, Shri Ghutu Mahto, s/o Shri Jogi Mahto, Shri Loknath Mahto, s/o Shri Madhu Mahto, Shri Bhulu Mahto, s/o Shri Ganauri Mahto, Most. Sachan, w/o Shri Gulab Mahto and Most. Atwaria w/o Shri Jitu Mahto of village Hutukdag, P.S. Ramgarh, district Hazaribagh (Bihar), the persons interested have under section 13 of the said Act preferred their claims for compensation or acquisition of their lands measuring 0.78 acres which forms part of the land so acquired before the competent authority;

And whereas the amount of compensation offered by the competent authority has been accepted by them under protest and there is a dispute as to the sufficiency of the amount of compensation offered;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal consisting of Shri P. K. Choudhury, Additional Judicial Commissioner, Ranchi, for the purpose of determining the amount of compensation payable to the persons interested.

[No. C2-20(4)/65.]

**S.O. 600.**—Whereas in pursuance of the notification of the Government of India in the late Ministry of Mines and Fuel No. S.O. 3894, dated the 22nd December, 1962 under section 9 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1957), the Central Government has acquired 2,510 acres of land in villages Koihara, Kumbaradara alias Kumhradhara, Sewai, Bhuchungdih, Hutukdag and Gaurabera, P.S. Ramgarh, district Hazaribagh;

And, whereas Shri Baijnath Sanar, Shri Khaitu Sanar and Shri Jagmohan Sanar, sons of Gokhul Sanar of village Sewai, P.S. Ramgarh, district Hazaribagh (Bihar), the persons interested have under section 13 of the said Act preferred their claims for compensation for acquisition of their lands measuring 2.40 acres which forms part of the land so acquired before the competent authority;

And whereas the amount of compensation offered by the competent authority has been accepted by them under protest and there is a dispute as to the sufficiency of the amount of compensation offered;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal consisting of Shri P. K. Choudhary, Additional Judicial Commissioner, Ranchi, for the purpose of determining the amount of compensation payable to the persons interested

[No. C2-20(4)/65.]

**S.O. 601.**—Whereas in pursuance of the notification of the Government of India in the late Ministry of Mines and Fuel No. S.O. 3894, dated the 22nd December, 1962 under section 9 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1957), the Central Government has acquired 2,510 acres of land in villages Koihara, Kumbaradara alias Kumhradhara, Sewai, Bhuchungdih, Hutukdag and Gaurabera, P.S. Ramgarh, district Hazaribagh;

And whereas Shri Baijnath Sanar, Shri Kaithu Sanar and Shri Jagmohan Sanar, sons of Shri Gokhul Sanar of village Kumhradhara, P.S. Ramgarh, district Hazaribagh (Bihar), the persons interested have under section 13 of the said Act preferred their claims for compensation for acquisition of their lands measuring 7.08 acres which forms part of the land so acquired before the competent authority;

And whereas the amount of compensation offered by the competent authority has been accepted by them under protest and there is a dispute as to the sufficiency of the amount of compensation offered;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal consisting of Shri P. K. Choudhary, Additional Judicial Commissioner, Ranchi, for the purpose of determining the amount of compensation payable to the persons interested.

[No. C2-20(4)/65.]

**S.O. 602.**—Whereas in pursuance of notification of the Government of India in the late Ministry of Mines and Fuel No. S.O. 3894, dated the 22nd December, 1962 under section 9 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1957), the Central Government has acquired 2,510 acres of land in villages Koihara, Kumbaradara alias Kumhradhara, Sewai, Buchungdih, Hutukdag and Gaurabera, P.S. Ramgarh, district Hazaribagh,

And whereas Shri Jamaruddin, Shri Nijamuddin and Bibi Sahid, the first and second being the sons, and the third being the daughter of Shri Sekh Ali Bux deceased, of village Sewai, P.S. Ramgarh, district Hazaribagh (Bihar) the persons

interested have under section 13 of the said Act preferred their claims for compensation for acquisition of their lands measuring 0.15 acres which forms part of the land so acquired before the competent authority;

And where as the amount of compensation offered by the competent authority has been accepted by them under protest and there is a dispute as to the sufficiency of the amount of compensation offered;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal consisting of Shri P. K. Chaudhary, Additional Judicial Commissioner, Ranchi, for the purpose of determining the amount of compensation payable to the persons interested.

[No. C2-20(4)/65]

RAM SAHAY, Under Secy.

## MINISTRY OF INDUSTRIAL DEVELOPMENT AND COMPANY AFFAIRS

(Department of Industrial Development)

(Indian Standards Institution)

New Delhi, the 2nd February 1968

**S.O. 603.**—In pursuance of sub-regulation (3) of regulation 7 of the Indian Standards Institution (Certification Marks) Regulations, 1955, the Indian Standards Institution hereby notifies that the making fee per unit for V-grooved pulleys for V-belts—groove section A, B, C, D, & E, details of which are given in the Schedule hereto annexed, has been determined and the fee shall come into force with effect from 16 January 1968 :

### THE SCHEDULE


Sl. No.	Product/Class of Products	No. and Title of Relevant Indian Standard	Unit	Marking Fee per Unit
(1)	(2)	(3)	(4)	(5)
	V-grooved pulleys for V-belts—groove sections A, B, C, D and E.	IS:3142-1965 Specification for V-grooved pulleys for V-belts—groove sections A, B, C, D and E.	One pulley	30 Paise

[No. MD/18 : 2.]

**S.O. 604.**—In pursuance of sub-rule (1) of rule 4 of the Indian Standards Institution (Certification Marks) Rules, 1955 the Indian Standards Institution hereby notifies that the Standard Mark, design of which together with the verbal description of the design and the title of the relevant Indian Standard is given in the Schedule hereto annexed, has been specified.

This Standard Mark for the purpose of the Indian Standards Institution (Certification Marks Act, 1952 and the Rules and Regulations framed thereunder, shall come into force with effect from 16 January 1968 :

## THE SCHEDULE

Sl. No.	Design of the Standard Mark	Product/Class of Product	No. and Title of the Relevant Indian Standard	Verbal description of the Design of the Standard Mark
(1)	(2)	(3)	(4)	(5)
	IS : 3142 	V-grooved pulleys for V-belts—groove Sections A, B, C, D and E.	IS:3142-1965 Specification for V-grooved pulleys for V-belts—groove sections A, B, C, D and E.	The monogram of the Indian Standards Institution consisting of letters 'ISI' drawn in the exact style and relative proportions as indicated in col. (2), the number designation of the Indian Standard being superscribed on the top side of the monogram as indicated in the design.

[No. MD/17 : 2.]

New Delhi, the 5th February 1968

**S.O. 605**—In pursuance of sub-regulation (1) of Regulation 5 of the Indian Standards Institution (Certification Marks) Regulations, 1955, the Indian Standards Institution hereby notifies that the Indian Standards, particulars of which are mentioned in the Schedule given hereafter, have been cancelled.

## THE SCHEDULE

Sl. No.	No. and Title of the Indian Standard Cancelled	No. and Date of Gazette Notification in which Establishment of the Indian Standard was Notified
1	IS:378-1952 Specification for potash alum, pharmaceutical.	S.R.O. 658, dated 26 March 1955, published in the Gazette of India, Part II, Section 3, dated 26 March 1955.
2	IS:735-1956 Specification for wrought aluminium and aluminium alloys, forging stock (for general engineering purposes).	S.R.O. 2423, dated 17 July 1957, published in the Gazette of India, Part II, Section 3, dated 27 July 1957.
3	IS:1087-1957 Specification for single pole 5-ampere tumbler switches for ac/dc.	S.R.O. 211 dated 2 January 1958, published in the Gazette of India, Part II, Section 3, dated 18 January 1958.
4	IS:2120-1963 Specification for 15-ampere tumbler switches (revised).	S.O. 1373, dated 6 April 1964, published in the Gazette of India, Part II, Section 3, sub-section (ii), dated 18 April 1964.

[No. MD/13 : 7.]

New Delhi, the 6th February 1968

**S.O. 606.**—In pursuance of regulation 4 of the Indian Standards Institution (Certification Marks) Regulations, 1955, the Indian Standards Institution hereby notifies that amendment(s) to the Indian Standard(s) given in the schedule hereto annexed have been issued under the powers conferred by the sub-regulation (1) of Regulation 3 of the said Regulations.

THE SCHEDULE

Sl. No.	No. and title of the Indian Standard amended	No. and Date of Gazette Notification in which the establishment of the Indian Standard was notified.	No. and Date of the Amendment	Brief particulars of the Amendment	Date from which the amendment shall have effect
(1)	(2)	(3)	(4)	(5)	(6)
1.	IS:417-1965 Specification for footballs, volleyballs, basketballs and water polo balls ( <i>revised</i> ).	S.O. 1756 dated 11 June 1968.	No. 1 March 1968.	Table 1 has been amended.	1 March 1968.
2.	IS:1060 (Part I)-1966 Methods of sampling and test for paper and allied products : Part I ( <i>revised</i> ).	S.O. 469 dated 11 February 1967. j	No. 1 February 1968.	A new note and clause 12.5.1.1 have been added after clause 12.5.1.	15 February 1968.
3.	IS:3139-1966 Dimensions for screw threads for bolts and nuts (diameter range M42 to M150).	S.O. 4023 dated 31 December 1966.	No. 1 February 1968.	Equation in foot-note with dagger mark in Table 1 has been substituted by a new one.	15 February 1968.
4.	IS:3309-1965 Specification for soluble French coffee powder.	S.O. 281 dated 22 January 1966. j	No. 1 February 1968.	The words 'French Coffee' appearing in the title, clauses 0.2, 1.1, 2.1, 2.1.1 and Table 1 have been substituted by the words 'Coffee-Chicory'	15 February 1968.
5.	IS:3672-1966 Specification for octyl phthalate plasticizers.	S.O. 241 dated 21 January 1967.	No. 1 February 1968.	Page 14, clause B-6.1.1, line 1—Substitute '(X-0.6R) and (X+0.6R)' for '(X-0.6R) or (X+0.6R)'.	
6.	IS:3919-1966 Methods for sampling cotton fabrics for determination of physical characteristics.	S.O. 2177 dated 1 July 1967.	No. 1 February 1968.	Page 7, third line from bottom—Substitute '(X+kR)' for '(x-kR)'.	

Copies of these amendment slips are available, free of cost, with the Indian Standards Institution, 'Manak Bhavan', 9 Bahadur Shah Zaffar Marg, New Delhi-1 and also its branches at (i) Bombay Mutal Terrace, Sandhurst Bridge, Bombay-7, (ii) Third and Fourth Floors, 5 Chowringhee Approach, Calcutta-13, (iii) Second Floor, Sathyamurthy Bhavan, 54 General Patters Road, Madras, and (iv) 117/418-B Sarvodaya Nagar, Kanpur.

[No. MD/13:5]  
Dr. SADGOPAL,  
Deputy Director General.

# **MINISTRY OF HEALTH, FAMILY PLANNING AND URBAN DEVELOPMENT** (Department of Health)

*New Delhi, the 6th February 1968*

**S.O. 607.**—Whereas in pursuance of clause (c) of sub-section (2) of section 3 of the Prevention of Food Adulteration Act, 1954, the Central Government has nominated Dr. K. Bagchi, Assistant Director General (Public Health), Directorate General of Health Services, New Delhi, as a member of the Central Committee for Food Standards *vice* Dr. Y. K. Subrahmanyam;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 3 of the said Act, the Central Government hereby makes the following further amendment in the notification of the Government of India in the late Ministry of Health No. S.R.O.—1236 dated the 1st June, 1955, namely:—

In the said notification, for the entry against item 4 the following entry shall be substituted, namely:—

“Dr. K. Bagchi Assistant Director-General, (Public Health) Directorate General of Health Services, New Delhi ”

[No. F. 14-25/67-PH.]

M. C. JAIN, Under Secy.

## (Department of Health)

*New Delhi, the 7th February 1968*

**S.O. 608.**—Whereas in pursuance of the provisions of clause (b) of sub-section (1) of section 3 of the Indian Medical Council Act, 1956 (102 of 1956), Dr. A. D. Joseph, M.D., F.C.P.S., Dean, M. P. Shah Medical College, Jamnagar, has been elected by the Senate of the Saurashtra University to be a member of the Medical Council of India with effect from the 12th December, 1967;

And whereas the Central Government have, in pursuance of the provisions of clause (e) of sub-section (1) of section 3 of the said Act, nominated Lt. Gen. J. R. Vaid, M.B. B.S. (Pb.), F.R.C.S. (Eng.), L.R.C.P. (London), Director General Armed Forces Medical Services, New Delhi, to be a member of the said Council with effect from the 16th December, 1967 *vice* Lt. Genl. A. K. Dev resigned;

Now, therefore, in pursuance of the provisions of sub-section (1) of section 3 of the said Act, the Central Government hereby makes the following further amendments in the notification of the Government of India in the late Ministry of Health No. 5-13/59-MI, dated the 9th January, 1960, namely:—

In the said notification,

- (i) under the heading “Elected under clause (b) of sub-section (1) of section 3”, after serial number 36 and the entry relating thereto, the following serial number and entry shall be inserted, namely:—

“37. Dr. A. D. Joseph, M.D., F.C.P.S., Dean, M. P. Shah Medical College, Jamnagar”;

- (ii) under the heading “Nominated under clause (e) of sub-section (1) of section 3” for the entry against serial number 2, the following entry shall be substituted, namely:—

“Lt. Gen. J. R. Vaid, M.B. B.S. (Pb.), F.R.C.S. (Eng.), L.R.C.P. (Lond.) Director General, Armed Forces Medical Services, New Delhi.”

[No. F.4-26/67-MPT.]

L. K. MURTHY, Under Secy.

## **MINISTRY OF PETROLEUM AND CHEMICALS**

### **CORRIGENDA**

*New Delhi, the 2nd February 1968*

**S.O. 609.**—In the schedule to the notification of the Government of India in the Ministry of Petroleum and Chemicals S.O. No. 27 dated the 24th December, 1963 published in the Gazette of India Part II, Section 3, Sub-section (ii) dated the 4th January, 1964 and corrected under S.O. No. 1820 dated 18th May, 1964 published in the Gazette of India Part II, Section 3, Sub-section (ii) dated the 30th May, 1964 the following may be deleted :—

Village	Survey Plot No.	Extent B-B-B
Katoghan	2170	0-0-10
Kardon	1352	0-2-0

[No. 31(50)/63-ONG/IOC-Vol. A.]

**S.O 610.**—In the Schedule to the notification of the Government of India in the Ministry of Petroleum & Chemicals S.O. No. 27 dated the 24th December, 1963 published in the Gazette of India, Part II, Section 3, Sub-section (ii), dated the 4th January, 1964 the following may be deleted :—

Village	Survey Plot No.	Extent B-B-B	Village	Survey Plot No.	Extent B-B-B
Chhimi . . .	480	0 1 15		1813	0 2 0
	481	0 1 0		1814	0 2 0
	1426	0 2 0		1815	0 1 0
	1429	0 2 0		1823	0 1 15
	1435	0 1 5		1832	0 3 0
	1459/2	0 4 0		2081	0 5 0
	1460	0 0 15		2083	0 6 0
	1462	0 2 0		2168	0 4 0
	1471	0 2 0		2171	0 0 5
	1475	0 1 0		2173	0 1 5
	1476	0 2 0		2182	0 5 5
	1490	0 0 10		2183	0 3 15
	1491	0 0 5		7140	0 2 0
	1495	0 0 15		7153	0 0 5
	1497	0 0 5		7154	0 6 10
	2586	0 0 15		7450	0 2 5
	2587/2	0 5 15		7451	0 4 0
	2608	0 0 5		7453	0 6 0
	2610	0 2 15		7455	0 3 0
	2613	0 2 5		7477	0 7 15
	2631	0 1 5		7483	0 9 0
				7484	0 1 0
	842	0 1 0		7487	0 6 0
	844	0 2 5		7490	0 5 0
	860	0 4 0		7565	0 5 5
	864	0 5 0		7568	0 0 5
	876	0 2 5		7576	0 9 5
	878	0 3 15		7594	0 5 0
	879	0 1 5		7598	0 4 10
	883	0 7 5		8104	0 2 10
	890	0 1 5		8110	0 4 0
	892	0 0 10		8113	0 1 0
	894	0 0 10			
	895	0 0 5	Chak Katoghan . . .	403	0 0 5
	896	0 1 10		412	0 0 10
	506	0 2 0	Sujarahi . . .	988	0 3 10
	509	0 5 0			
	714/2	0 6 10	Hardon . . .	1377/1	0 3 0
	715/2	0 3 0		1378	0 1 0
	727	0 0 5		1387	0 1 10
	1073	0 2 0		1415	0 1 0
	1081/1	0 8 0		1418	0 1 0
	1303	0 0 15		1419	0 0 10
	1304	0 4 0		3329	0 0 10
	1309	0 10 0		3331	0 0 10
	1338/1	0 5 0		3333	0 0 10
	1341	0 2 15		3337	0 1 5
	1762	0 4 0		4338/	
	1784	0 15 10		1351/1	0 3 5
	1792	0 6 0			
	1795	0 8 5	Sahzadpur Khaga	1230	0 6 0
	1796	0 6 0		1232	0 3 5
	1801	0 3 15		1234/1	0 6 0
	1802	0 1 5		1234/2	0 2 5
	1805	0 3 15		1234/3	0 0 10
	1806	0 3 0		1236	0 5 0
	1807	0 1 10		1237	0 2 0
	1812	0 2 0		1244/2	0 1 15



Village	Survey Plot No.	Extent B-B-B	Village	Survey Plot No.	Extent B-B-B
	1245/1	0 1 0		2528	0 6 0
	1245/2	0 2 0		2551	0 12 0
Pamhipur . . .	416	0 8 0		3751	0 3 0
	422	0 14 5		3771	0 1 10
Kukari . . .	341	0 0 5		3775	0 3 0
Kukara . . .	258	0 3 0		3776	0 0 15
	286	0 1 0		4025	0 0 10
	287	0 1 10		4026	0 0 15
	385/2	0 0 5		4027	0 0 15
	385/3	0 1 0		4028	0 0 10
	388	0 2 0		4033	0 0 2
	555/1	0 1 0		4034	0 0 5
	555/6	0 1 10		4035	0 0 10
	557/2	0 1 0		4036	0 0 2
	557/4	0 0 15		4037	0 1 0
	560	0 1 10		4038	0 0 5
	573/1	0 2 0		4040	0 1 0
	574	0 1 5		4065	0 1 0
	576	0 0 10		4067	0 1 0
	577/3	0 0 10		4227	0 1 0
	578	0 0 5		4228	0 0 15
	579	0 0 15		4242	0 0 10
	580	0 1 0		4244	0 0 10
Ten:	1632	0 0 10		4245	0 1 0
	1661	0 4 0		4246	0 1 0
	1663	0 2 10		4249	0 0 14
	1664	0 5 0		4281	0 0 10
	1679	0 1 0		4282	0 0 10
	1687/1	0 2 0	Majhteni . . .	4285	0 1 0
	1700	0 3 0		4287	0 1 5
	1701	0 3 5		3755	0 3 5
	2509	0 0 15		117	0 3 10
	2513	0 2 5		306	0 3 10
	2514	0 8 10		387	0 0 10
	2526/2	0 4 5		388	0 1 10
				391	0 1 10
				393	0 1 5
				455	0 6 0

[No 31/50/63-ONG/IOC-Vol. 6-B]

P. P. GUPTA, Under Secy.

## MINISTRY OF TRANSPORT AND SHIPPING

(Transport Wing)

New Delhi, the 8th February 1968

S O. 611.—In exercise of the powers conferred by sub-section (1) of Section 22 of the Seamen's Provident Fund Act, 1966 (4 of 1966), the Central Government hereby directs that, the powers exercisable by it under section 10, sub-section (4) of section 16 and section 18 of the said Act to recover the provident fund arrears, sanction prosecutions and recover damages from the defaulting Shipping Companies in respect of which it is the appropriate Government under the said Act, shall also be exercisable by the Commissioner, Seamen's Provident Fund, Bombay.

[No. S-MT(13)/67.]

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**MERCHANT SHIPPING**

*New Delhi, the 12th February 1968*

**S.O. 612.**—In exercise of the powers conferred by Sub-Section (2) of Section 7 of the Merchant Shipping Act, 1958 (44 of 1958), the Central Government hereby directs that the powers exercisable by it under or in relation to Sub-Section (2) of Section 299A of the said Act shall be exercisable also by the Director General of Shipping.

[No. 46-MA(7)/67.]

K. V. SANKARAN, Dy. Secy.

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**MINISTRY OF TOURISM AND CIVIL AVIATION**

*New Delhi, the 9th February 1968*

**S.O. 613.**—In exercise of the powers conferred by clause (b) of sub-section (1) of section 6 of the Aircraft Act, 1934 (22 of 1934), the Central Government, being of the opinion that it is in the interest of public safety so to do, hereby orders that for a period of two years from the date of issue of this Notification, no aircraft shall, except under and in accordance with the terms and conditions, of a special permit issued by the Government of India in the Ministry of Defence, make flights into or over the following areas, namely:—

North East Frontier Agency, Nagaland, the three border sub-divisions of Manipur namely, UKHRUL, TENGNOUPAL and CHURACHANDPUR and Mizo Hills district (previously known as Lushai Hill District).

[No. F. 10-A/60-67.]

S. N. KAUL, Under Secy.

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**OFFICE OF THE COLLECTOR OF CENTRAL EXCISE, MADHYA PRADESH  
AND VIDARBHA**
**CENTRAL EXCISES**

*Nagpur, the 31st January 1968*

(Corrigendum to Notification No. 5/1967-C.Ex. dt. 9-8-67)

**S.O. 614.**—For the words "Junior (Upgraded) Superintendent, Central Excise and Sr. Superintendent where no Junior Superintendent incharge of any particular Range or factory" appearing against Rules 47(4) and 53 respectively in column 2 of the table subjoined to this Collectorate Notification No. 5/1967 (Central Excises), dated the 9th August, 1967, read "Superintendent of Central Excise".

[No. 2/1968.]

**VIPIN MANEKLAL**, Collector.

**MINISTRY OF LABOUR, EMPLOYMENT & REHABILITATION**

**(Department of Labour & Employment)**

*New Delhi, the 26th May 1968*

S.O. 615.—In pursuance of section 36 of the Employees' State Insurance Act, 1948 (34 of 1948), the Annual Report of the Employees' State Insurance Corporation for the year 1964-65 is hereby published for general information.

**'ESIC' AT A GLANCE**

	31-3-1952	31-3-1956	31-3-1961	31-3-1965
STATES	2	8	14	15
CENTRES	2	31	120	226
EMPLOYEES	1,20,000	10,15,000	16,77,500	28,80,400
FAMILY UNITS	-	-	6,78,550	29,52,450
INSURED PERSONS	1,20,000	12,92,000	19,39,000	32,52,250
INSURED WOMEN	N.A.	N.A.	120,750	1,95,350
TOTAL BENEFICIARIES	1,20,000	12,92,000	38,93,000	1,17,55,300
EMPLOYEES YET- TO BE COVERED	N.A.	N.A.	10,10,100	7,82,750
CASH OFFICES	16	99	228	367
INSPECTION OFFICES	27	32	64	88
ESI HOSPITALS/ } ESI ANNEXES }	-	-	7 (a+g)	23 (h+12)
BEDS-ESI HOSPITALS	-	76	179	1715
“ “ ANNEXES	-	-	178	390
“ “ RESERVED	-	802	2,131	3,124
“ “ TOTAL	-	878	2,488	5,229
△ S.I. DISPENSARIES	24	98	334	524
+ I.M.Os and I.M.Ps	N.A.	1,767	2,803	4,985
CAPITAL CONSTRUCTION (RUPEES IN LAKH)				
● SANCTIONED UPTO	-	17.28	▼ 464.95	2497.14 ▼
● SPENT UPTO	-	10.28	94.34	1302.01
INCOME AND OUTGO		1961-62	1962-63	1963-64
REVENUE INCOME		1022.25	1341.06	1,555.86
“ “ EXPENDITURE		844.98	1134.15	1,235.56
				1964-65
				1,960.98
				1557.57

NS

★ Beginning of II Five Year Plan

⊙ Beginnig of III Five Year Plan

△ Includes Mobile &amp; Utilisation Dispensaries

+ Includes Doctors in Utilisation Dispensaries

▼ Inclusive of the loan of Rs. 100 Lakhs sanctioned for the construction of ESI Hospitals/Dispensaries

■ Includes the amount actually advanced

# 3rd Plan Period

## YEARLY PROGRESS

		1961-1962	1962-1963	1963-1964	1964-1965
INCREASE IN NUMBER OF :					
BENEFICIARIES (MEDICAL BENEFIT)		187,200	1,19,450	4,66,100	4,30,150
26,34,600		17,27,500	6,26,600	28,73,600	
Δ DISPENSARIES	Δ	51	42	43	54
BEDS		843	313	796	789
ESIC OWNED					
HOSPITALS		4	1	3	3
ANNEXES		2	-	3	-
DISPENSARIES		2	3	6	36
+ IMOs & IMPs		257	290	783	852
CAPITAL CONSTRUCTION (RUPEES IN LAKHS)					
SANCTIONED DURING		505.11	380.48	605.02	541.58
■ SPENT DURING		201.70	234.55	375.65	395.77

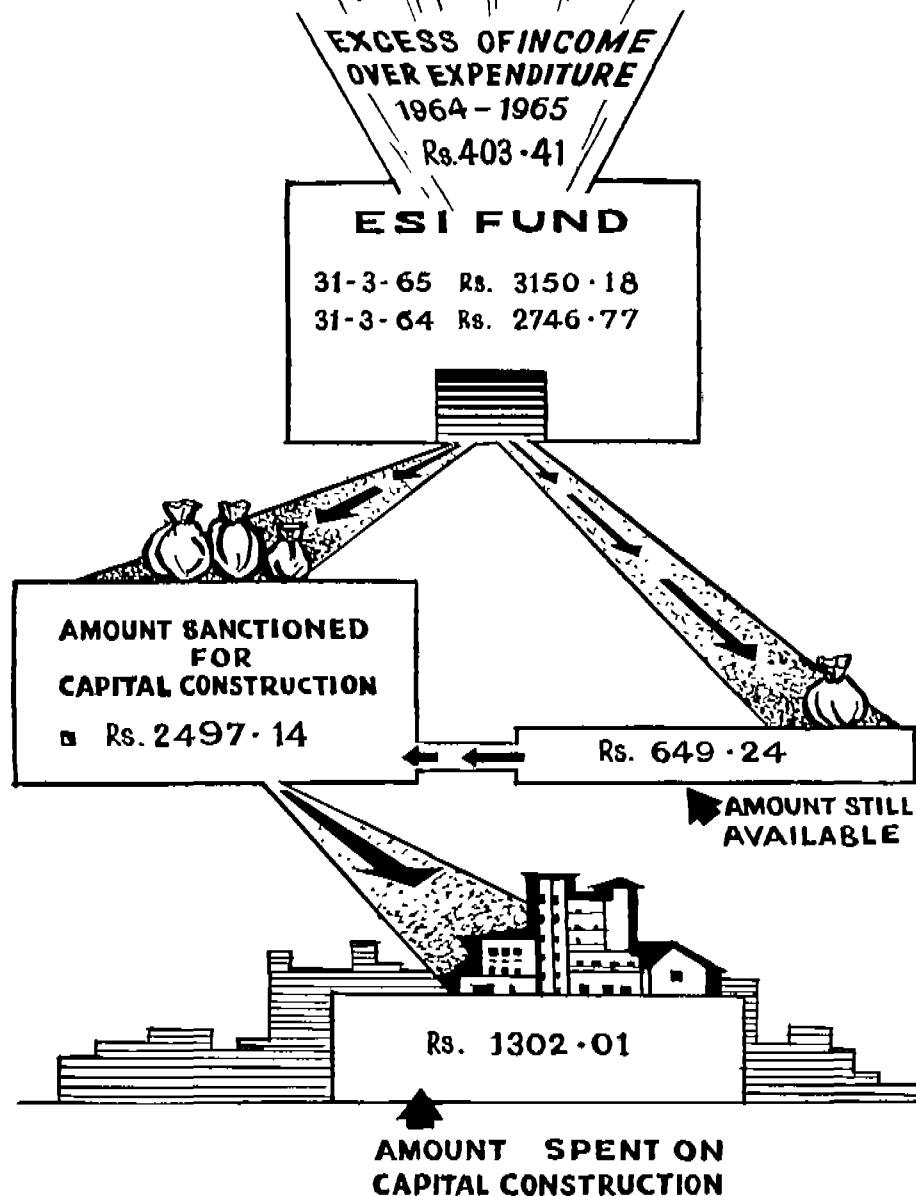
NS

- Δ Includes Mobile & Utilisation Dispensaries  
 + Includes Doctors in Utilisation Dispensaries  
 ■ Includes the amount actually advanced

# ESI FUND—CAPITAL CONSTRUCTION

31-3-1965

(RUPEES IN LAKH)



■ INCLUDES (a) LOAN Rs. 100 LAKHS TO MAHARASHTRA

(b) SANCTION OF Rs. 67.78 LAKHS FOR  
OFFICES & STAFF QUARTERS OF ESIC.

▲ INCLUDES Rs. 49.76 LAKHS ADVANCED TO MAHARASHTRA.

## 1. Introduction

1.1. The most significant development during the year under report was the implementation of the E.S.I. Scheme in the city of Ahmedabad in Gujarat with effect from 3-4 October, 1964; this enabled the Corporation to afford protection to about 2.15\* lakhs of insured persons in the city. All insured persons became entitled to full medical care from the date of implementation. Members of families of insured workers in Ahmedabad became entitled even at the outset to 'expanded' medical care (i.e. all facilities short of hospitalization like laboratory and radiological investigations, specialists consultations, ambulance services and home visits) with effect from 3rd January, 1965. Provision of 'full' medical care (including hospitalization) to families will naturally have to wait till regular E.S.I. Hospitals with an adequate number of General, Maternity and T.B. beds are built in the city to meet the requirements of workers and members of their families. Another important event during the year was the extension of medical care to members of families of about 3.65 lakhs insured persons in the District of 24-Parganas in West Bengal.

1.2. The E.S.I. Scheme was extended during the year to cover about 2.47 lakhs insured persons in 15 new centres; details will be found later in the Report. Despite difficulties due to the shortage of medical and para-medical personnel, State Governments continued their endeavours to re-inforce medical arrangements for the benefit of insured persons and members of their families. Medical care was extended to families of insured persons in the following centres during 1964-65:—

Andhra Pradesh	Tanuku, Masulipatnam and Chittoor.
Bihar	Bhuli and Jiwatpur-Nizamat.
Gujarat	Ahmedabad including Kathwada.
Kerala	Alleppey, Kottayam, Palghat, Punalur, Kozhikode, Feroke, Tellicherry and Cannanore.
Madras	Nagapattanam and Vellore (Katpadi).
Mysore	Gulbarga and Gokak.
Orissa	Barbil.
Uttar Pradesh	Sitapur, Churk and Ghazipur.
West Bengal	24-Parganas District and Beliaghata, Tollygunge.

Arrangements were made to furnish 'expanded' medical care, in place of 'restricted' medical care, to families in the Punjab and Orissa. The position in regard to the nature of medical care provided for families in various States is as follows:—

- (a) Restricted medical care: Assam, Kerala (in some centres), Madras (in some centres), Maharashtra, Rajasthan, Uttar Pradesh and West Bengal (24-Parganas).
- (b) Expanded medical care: Andhra Pradesh, Bihar, Delhi, Gujarat, Madhya Pradesh, Mysore, Orissa, Punjab and West Bengal (Calcutta and Howrah).

1.3. Three more E.S.I. Hospitals were commissioned during the year—one in Sealdah, Calcutta (100 beds), another in Sirpur-Kagaznagar in Andhra Pradesh.

\*1 lakh = 100,000

1 crore = 10,000,000

(30 beds) and the third in Choudwar in Orissa (62 beds). There were, therefore, the following 11 full-fledged E.S.I. Hospitals working at the end of the year:—

Place	State	Year of commissioning	No. of beds (G=General TB=Tuberculosis)	
			G	TB
(i) Bangalore . . . .	Mysore	1961	152	18
(ii) Kanpur . . . . .	Uttar Pradesh	1962	111	—
(iii) Bombay . . . . .	Maharashtra	1962	642	—
(iv) Madras . . . . .	Madras	1962	176	24
(v) Monghyr . . . . .	Bihar	1963	30	—
(vi) Worli, Bombay . . . .	Maharashtra	1964	—	120
(vii) Hyderabad . . . . .	Andhra Pradesh	1964	150	—
(viii) Kamarhatti . . . . .	West Bengal	1964	100	—
(ix) Sealdah, Calcutta . . . .	West Bengal	1964	100	—
(x) Sirpur-Kagaznagar . . . .	Andhra Pradesh	1965	30	—
(xi) Choudwar . . . . .	Orissa	1965	50	12
TOTAL . . . . .			1541	174
			1541 + 174 = 1715	

The bed strength of the E.S.I. Hospitals in Bangalore, Kanpur, Madras and Sirpur-Kagaznagar will be raised by 130, 100, 300 and 20 beds respectively. Civil works have been completed in Bangalore and are in progress in Kanpur and Madras.

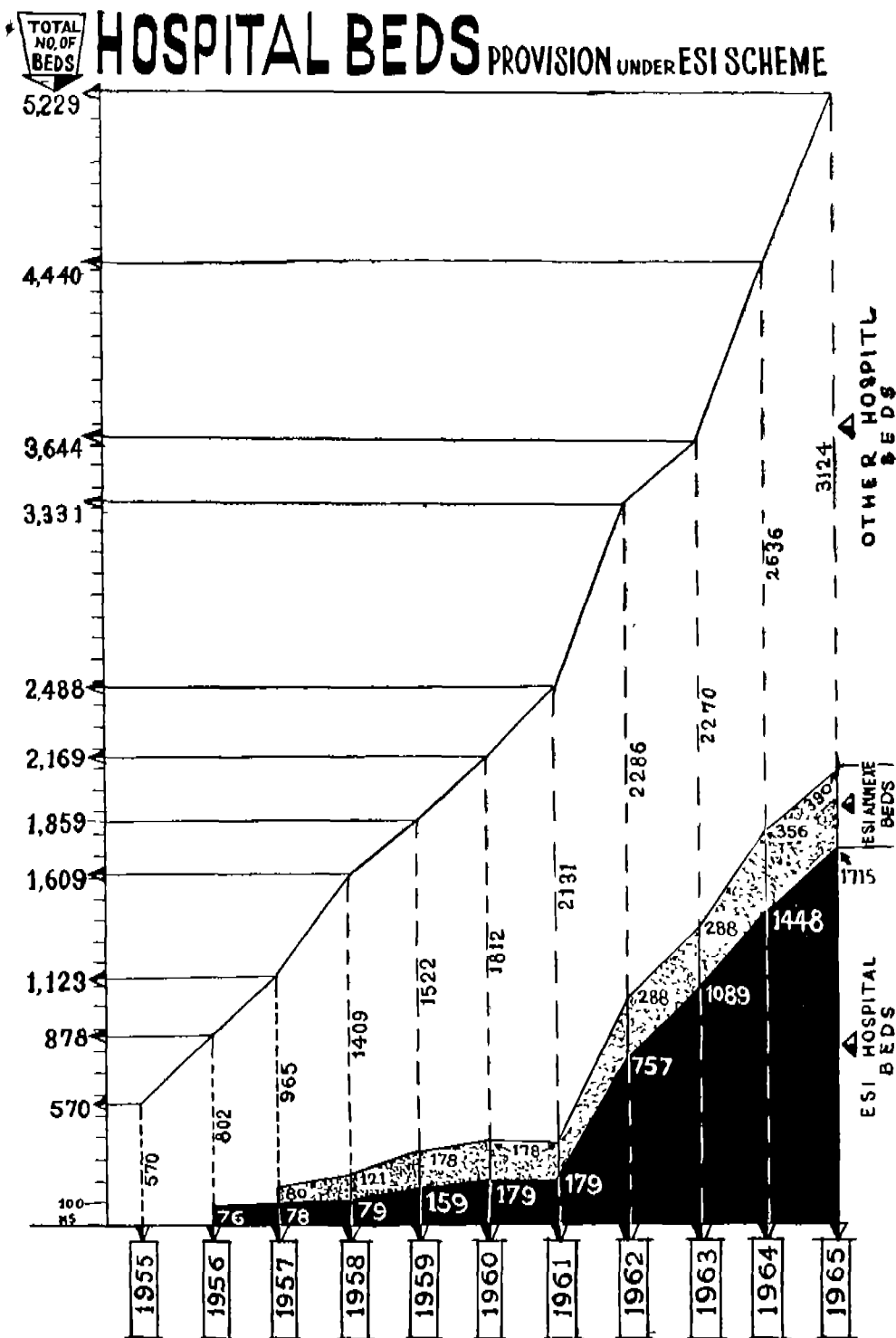
ESIC also has 12 E.S.I. Annexes to existing Hospitals providing 163 General and 227 TB beds.

1.4 The following E.S.I. Hospitals (for the construction of which funds were sanctioned by the Corporation) were in varying stages of construction at the close of the year:—

Place	No. of beds (G=General TB=Tuberculosis)	
	G	TB
(i) Visakhapatnam (Andhra Pradesh)	110	—
* (ii) Vijayawada (Andhra Pradesh)	50	—
* (iii) Warangal (Andhra Pradesh)	50	—
(iv) Maithon (Bihar)	100	—
(v) Dalmianagar (Bihar)	50	—
(vi) Ahmedabad (Gujarat)	—	200
(vii) Alleppey (Kerala)	5	—
(viii) Asramam (Kerala)	10	—
(ix) Mulankunnathukavu (Kerala)	—	1
(x) Udyogamandal (Kerala)	120	—

\*(Sanctioned and construction started in the year under report).





Place	No. of beds (G=General TB=Tuberculosis)	
	G	TB
*(xi) Trichur (Kerala)	60	..
(xii) Indore (Madhya Pradesh)	225	..
(xiii) Indore (Madhya Pradesh)	..	75
(xiv) Ujjain (Madhya Pradesh)	50	15
(xv) Coimbatore (Madras)	475	25
(xvi) Madurai (Madras)	177	25
(xvii) Dandeli (Mysore)	24	..
(xviii) Amritsar (Punjab)	125	..
(xix) Kanpur (Uttar Pradesh)	..	180
(xx) Kanpur (Uttar Pradesh)	144	..
	(Maternity and Children)	
(xxi) Modinagar (Uttar Pradesh)	100	..
(xxii) Bally, Distt. Howrah (West Bengal)	100	..
(xxiii) Serampore, Distt. Hooghly (West Bengal)	150	..
(xxiv) Uluberia, Distt. Howrah (West Bengal)	150	..
(xxv) Baltikuri-Bankara, Distt. Howrah (West Bengal)	300	..
(xxvi) Kalyani, Distt. Nadia (West Bengal)	250	..
TOTAL	2965	+ 620 = 3585

\*(Sanctioned and construction started in the year under report).

Besides the above, construction work was in progress to increase the bed strength of two of the existing E.S.I. Hospitals *vide* part 1.3 *ante*.

It will be seen that civil works were in progress to provide further 3,203 General and 620 Tuberculosis beds for the exclusive use of insured workers and, in due course, of members of their families.

1.5. Plans and estimates for the construction of the following E.S.I. Hospitals were sanctioned by the Corporation during the year:—

Place	*Approximate cost (in lakhs)	No. of beds (G=General TB=Tuberculosis)	
		G	TB
	Rs.		
(i) Adoni (Andhra Pradesh)	14.50	50	—
(ii) Vijayawada (Andhra Pradesh)	14.50	50	—
(iii) Warangal (Andhra Pradesh)	14.50	50	—
(iv) Delhi	231.44	620	—
(v) Delhi	—	—	304
(vi) Trichur (Kerala)	13.06	60	—
(vii) Paripally (Kerala)	16.00	—	100
(viii) Peroorkada (Kerala)	9.72	50	—
(ix) Ludhiana (Punjab)	12.03	80	—
(x) Jullundur (Punjab)	10.41	60	—
TOTAL	336.16	1020 + 404	= 1424

Rupee = 1 sh. 6 d. = US \$ 0.21

1.6. The year under review saw a large number of full-fledged E.S.I. Dispensaries housed in buildings owned by E.S.I. Corporation in several States. Brief details are given below:—

Place	No. of dispensaries	No. of sanctioned Insurance Medical Officers
(i) Brajrajnagar (Orissa)	1	4
(ii) Pali (Rajasthan)	1	4
(iii) Kanpur (Uttar Pradesh)	1	5
(iv) Madras (Madras)	2	20
(v) Ahmedabad (Gujarat)	29	89
(vi) Sirpur-Kagaznagar (Andhra Pradesh)	1	4
(vii) Chittivalasa (Andhra Pradesh)	1	4

The Corporation sanctioned during the year Rs. 56.78 lakhs for the construction of 17 E.S.I. Dispensaries and staff quarters in various parts of the country.

In addition, the Corporation also sanctioned Rs. 119.14 lakhs for upward revision of original estimates, acquisition of lands for hospitals, dispensaries etc. and for purchase of equipment.

The Corporation owned 54\* E.S.I. Dispensaries manned by 230 Insurance Medical Officers (sanctioned) working at the end of the year.

1.7. The following figures indicating the sums sanctioned by the Corporation for capital construction of E.S.I. Hospitals, Annexes, Dispensaries and staff quarters may be of some interest:—

	Rupees in lakhs
Till 1959-60	143.47
During 1960-61	193.15
During 1961-62	503.59
During 1962-63	380.38
During 1963-64	597.76
During 1964-65	512.08
<b>TOTAL</b>	<b>2330.43</b>

The actual expenditure on capital account (hospital dispensaries and equipment) during 1964-65 was Rs. 352.83 lakhs. It is hoped that as the supply position of raw materials, especially cement, eases further progress will be made in completing the buildings sanctioned.

1.8. The Government of West Bengal expect to implement the E.S.I. Scheme in the District of Hooghly to cover about 1,05,000 employees during 1965-66. The Government of Gujarat are preparing plans for the implementation of the E.S.I. Scheme in some of the outlying centres of the State (e.g., Mahuva, Morvi, Sihor, Sika) during 1965-66.

1.9. The Corporation approved of plans and estimates for the construction of a 620-bed E.S.I. General Hospital and a 304-bed E.S.I. T.B. Hospital with staff quarters in the Najafgarh Industrial area in Delhi at a cost of about Rs. 231 lakhs. Detailed drawings are under preparation by the Chief Architect of the Directorate General of Health Services; the Central Public Works Department will be entrusted with the task of construction of the General and T.B. Hospitals with staff quarters.

1.10. During the year under review, the Corporation disbursed about Rs. 638 lakhs by way of cash benefits; its share of the cost of medical benefits during the period was about Rs. 732 lakhs. It is of interest to note that the Budget for 1965-67

\*Includes 6 State Insurance Dispensaries in Delhi owned by Central Government.

provides for a sum of about Rs. 918 lakhs as the Corporation's share of medical benefits.

1.11. The Chart 'ESIC at a Glance', gives some indication of the progress made by the Corporation since the E.S.I. Scheme was implemented on 24th February, 1952. Figures have been conveniently arranged to show the position on 31st March 1952, 31st March 1956 (end of the First Plan period), 31st March 1961 (end of the Second Plan period), and on 31st March 1965. The progress made in respect of certain important features of the Scheme during each of the years of the current Plan period is also indicated in the chart.

## 2 Progress in implementation

During the year under review, the Scheme was implemented in the following further areas in the States mentioned below:—

State	Place	Coverage
Andhra Pradesh	Chittoor	For insured persons and families.
Bihar	†Bhuli Chhorakharikabad	For insured persons and families.
Gujarat	Ahmedabad	For insured persons and families.
Kerala	Chalaky Kallettumkara Karuvannur	For insured persons only.
Madras	†Suburbs of Coimbatore †Tirunagar	For insured persons only.
Orissa	Barbil	For insured persons and families.
Punjab	*Bahadurgarh †*Mathura Road *Dalmia Dadri *Abohar Sutajpur Pinjore	For insured persons and families.  For insured persons only.
Uttar Pradesh	†*Mohannagar (Suburbs of Ghaziabad) *Sasni *Balwali *Ujhani *Pipri †*Kheria	For insured persons and families.

The number of additional employees covered during the year was about 2.34 lakhs and after taking into account the variations in the number of insured employees in the areas already implemented, the total number of employees as covered at the close of the year stood at about 28.80 lakhs. At the close of the year, the Scheme was in force in 226 centres in all the States and the Union Territory of Delhi.

Medical care is being provided in all new areas covered during the year through the service system except in Ahmedabad where both service and panel systems are being used.

†Not separate centres.

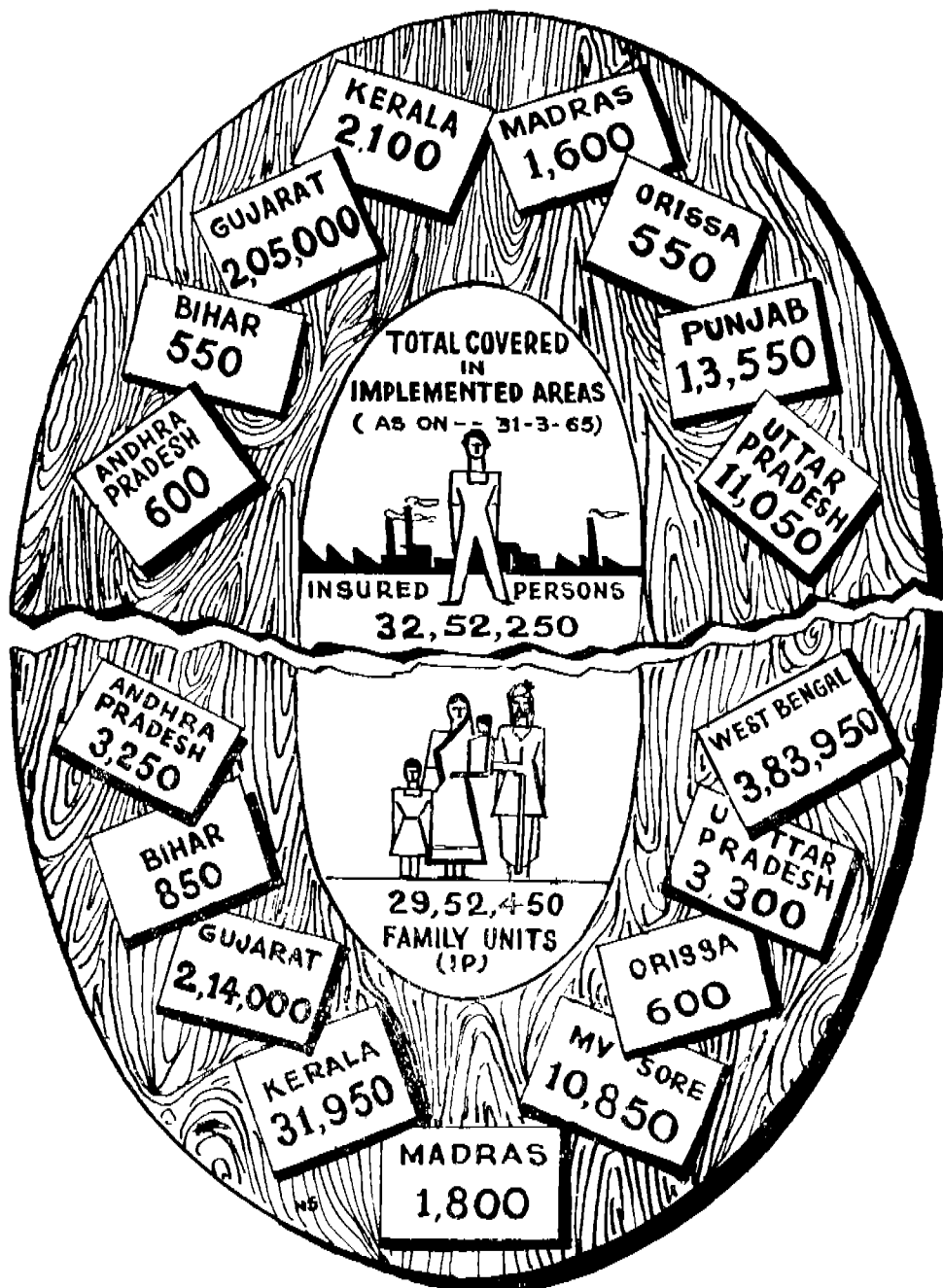
(Medical care was extended to the families of the insured persons at these places after the close of the year under report—13 weeks after the date of implementation).

**3. Extension of medical care to the families of insured persons**

During the year under report, medical care was extended to about 6.50 lakhs family (I.P.s.) units (i.e. about 18.71 lakhs of additional family member beneficiaries) in the following 9 States with effect from the dates shown against each:—

State	Area	No. of family (I.P.s.) Units as on 31-3-1965	Date of extension
Andhra Pradesh	Masulipatnam	1,250	24-5-1964
	Tanuku	1,300	24-5-1964
	Chittoor	700	2-8-1964
Bihar	Jiwatpur Nizamat	(already included in Samastipur)	28-6-1964
	Bhuli Chhotakharikabad	(already included in Dhanbad)	1-11-1964
Gujarat	Ahmedabad	2,14,000	3-1-196
Kerala	Alleppey	4,050	18-5-1964
	Kottayam	3,600	30-7-1964
	Palghat	2,650	9-11-1964
	Punalur	2,450	30-11-1964
	Feroke	5,950	8-2-1965
	Kozhikode	9,000	8-2-1965
	Tellicherry	1,700	30-3-1965
	Cannanore	2,550	30-3-1965
Madras	Nagapattanam	1,000	26-4-1964
	Nellore-Katpadi	800	26-4-1964
Mysore	Gulbarga	3,600	21-6-1964
	Gokak	7,250	28-6-1964
Orissa	Barbil	600	9-8-1964
Uttar Pradesh	Sitapur	1,400	31-5-1964
	Churk	1,050	31-5-1964
	Ghazipur	850	31-5-1964
West Bengal	Beliaghata and Tollygunge	19,250	1-7-1964
	24-Parganas	3,64,700	1-7-1964
	TOTAL	6,49,700	

# EXTENSION in 1964-1965



After taking into account the variations in employment in the areas already covered, the total number of family (insured persons) units included for family medical care at the close of the year, stood at about 29.52 lakhs (i.e. about 117.55 lakhs of beneficiaries, including the insured person himself).

#### 4. Extension of the Scheme

Progress made in different States was as follows:—

##### Andhra Pradesh

It was proposed to extend the Scheme to Chittoor, Sriramnagar, Ramagundam, Cuddapah and Nellore, out of which the Scheme has been extended to Chittoor only with effect from 3 May 1964. Necessary notification, extending the Scheme to Ramagundam with effect from 2 May 1965, has been issued. No date has so far been fixed for the rest of areas by the State Government.

##### Gujarat

The Scheme was extended to Ahmedabad with effect from 4 October 1964 covering 205,000 employees (as on 31 March 1965). The State Government are preparing plans for the implementation of the E.S.I. Scheme in some of the outlying centres (e.g. Mahuva, Morvi, Sihor, Sika) during 1965-66.

##### Kerala

It was proposed to extend the Scheme to Attingal, Korati, Shoranur and Ottapalam during the year 1964-65, but the Scheme was only extended to Chalakudy, Kallattumkara and Karuvannur areas with effect from 17 January 1965.

Necessary notification extending the Scheme to Korati and its adjoining areas with effect from 25 April 1965 has been issued.

##### Madras

It was originally proposed to extend the Scheme to Palani, Kovilpatti, Usilampatti and Samayanallur during the year 1964-65. But the Scheme was extended to Vedapatti and Othakkalamandapam (Suburbs of Coimbatore) and Tirunagar (Suburb of Madurai) from 29 November 1964.

##### Punjab

No new area was included in the phased programme of implementation for the year 1964-65 as the State Government of Punjab had taken a policy decision not to cover any new area under the E.S.I. Scheme till the National Emergency exists. Later on, the decision was reversed and the Scheme was extended to Abohar, Dalmia Dadri, Bahadurgarh (Patiala), Surajpur, Pinjore and Mathura Road (Faridabad) with effect from 21 February 1965.

##### Rajasthan

Ajmer and Kotah were included in the phased programme, but none was brought under the Scheme during the year under report. However, necessary notification, extending the Scheme to Ajmer with effect from 30 May 1965 has been issued.

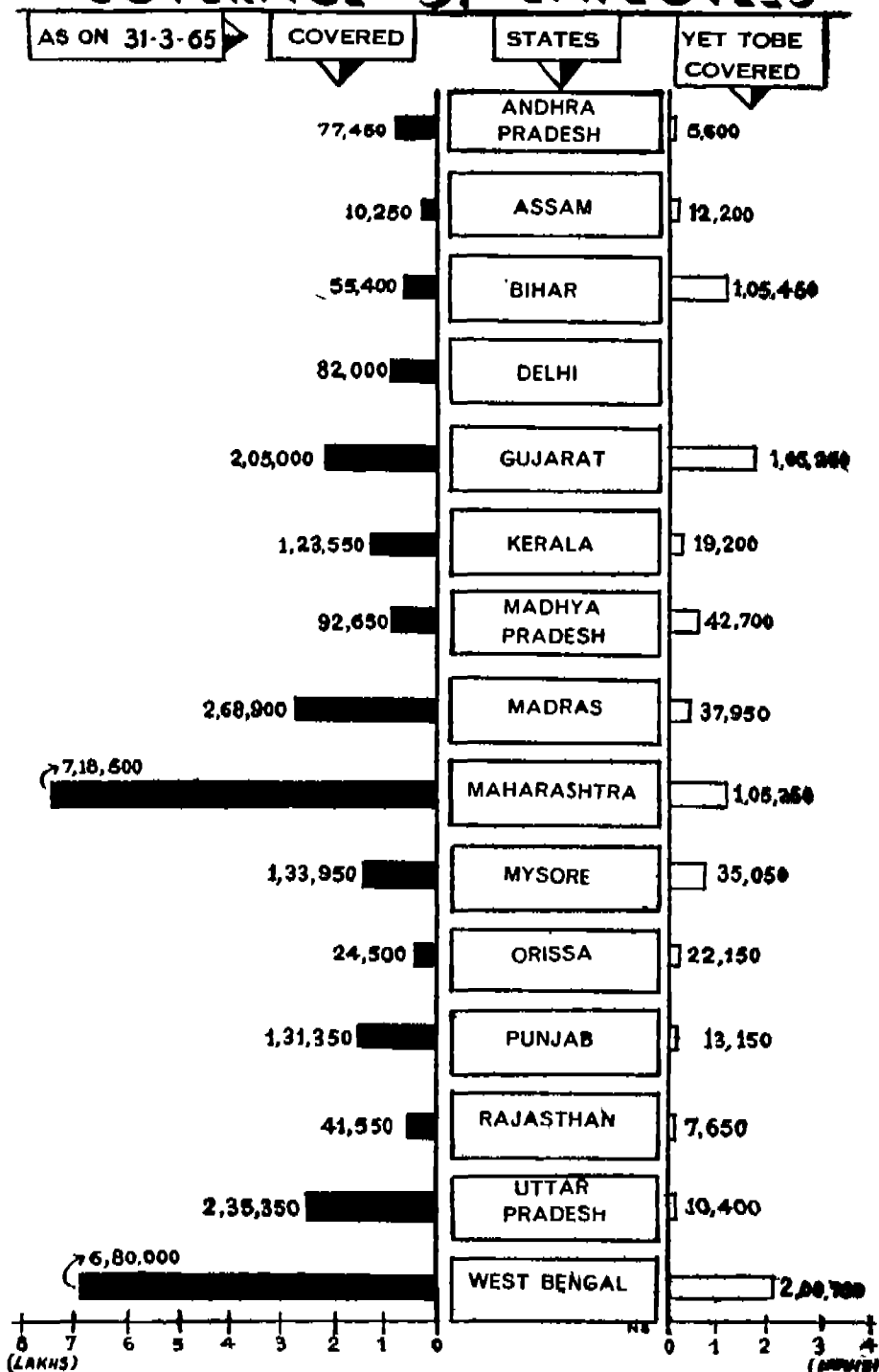
##### Uttar Pradesh

It was proposed to cover Balwali, Etmadpur, Khamaria, Sahupure, Sasni and Ujhani during the year under report, but the Scheme was extended to Sasni (Aligarh), Balwali (Bijnore), Ujhani (Badaun), Pipri (Mirzapur), Mohansapur (Suburbs of Ghaziabad) and Kheria (Agra) with effect from 28 March 1965.

##### West Bengal

Hooghly District and certain left-out pockets of 24-Parganas District were included in the phased programme but none of the areas was brought under the Scheme. However, now the State Government proposes to extend the Scheme to Hooghly District with effect from 25-26 September 1965.

# STATE WISE COVERAGE OF EMPLOYEES





## COMMISSIONS, COMMITTEES & CONFERENCES

### 5. Corporation

The E.S.I. Corporation held two meetings on 21 November 1964 and 16 February 1965. Important decisions arrived at these meetings are given in Appendix I.

### 6. Standing Committee

The Standing Committee of the E.S.I. Corporation held two meetings on 20 November 1964 and 15 February 1965. Important decisions arrived at these meetings are given in Appendix II.

### 7. Medical Benefit Council

The Medical Benefit Council held two meetings on 29 May 1964 and 12 February 1965. The Council *inter-alia* made recommendations on a number of matters which are given in Appendix III.

### 8. Regional Boards

Consequent upon the implementation of the Scheme in Gujarat, the Regional Board for that State was constituted during the year. At the end of the year, Regional Boards were functioning in all the States. The number of meetings held by various Regional Boards during the year is shown below:—

Name of the Regional Board	Number and date of meetings
Andhra Pradesh	1 30-9-1964.
Assam	1 29-3-1965.
Bihar	1 7-7-1964.
Gujarat	2 18-1-1965 and 9-2-1965.
Kerala	2 5-6-1964 and 17-7-1964.
Madhya Pradesh	1 23-1-1965.
Madras	1 2-9-1964.
Maharashtra	2 14-7-1964 and 20-3-1965.
Mysore	1 21-12-1964.
Orissa	1 30-6-1964.
Rajasthan	1 27-2-1965.
Uttar Pradesh	2 5-9-1964 and 15-1-1965.
West Bengal	1 9-7-1964.

### 9. Local Committees

Under Regulation 10-A of the E.S.I. (General) Regulations, 1950, 19 more Local Committees were established at the following places during the period under report:—

Name of the Region	Area(s) for which set up
Andhra Pradesh	1. Warangal. 2. Sirpur Kagaznagar. 3. Chittivalasa. 4. Adoni. 5. Kakinada.
Punjab	1. Kapurthala. 2. Hissar. 3. Chandigarh. 4. Patiala. 5. Dhariwal.
Madras	1. Erode. 2. Pollachi. 3. Nagapattanam 4. Vaniyambadi. 5. Mettupalayam. 6. Virudhunagar.
Maharashtra	1. Sholapur.
Mysore	1. Mangalore. 2. Mysore.

At the close of the year, 101 Local Committees (including one *ad hoc* Committee in Delhi) were functioning throughout the country. These Committees met from time to time and dealt with local problems.

#### 10. General Purposes Sub-Committee

The General Purposes Sub-Committee consisting of the representatives of the employers, employees, medical profession, the Parliament and the State Governments concerned on the Corporation, visited various centres in the State of Rajasthan from 11 December to 17 December 1964 and in the State of Bihar from 29 January to 6 February 1965, and made recommendations for the improvement of the Scheme.

### ADMINISTRATION

#### 11. Regional Organisation

Fifteen Regional Offices, 1 Sub-Regional Office, 213 Local Offices, 36 Sub-Local Offices, 118 Pay Offices and 89 Inspection Offices were functioning in all the States and the Union Territory of Delhi, as on 31 March 1965.

#### 12. Recruitment and Promotion

The Draft Employees' State Insurance Corporation (Recruitment) Regulations were approved by the Standing Committee and the Corporation at their meetings held on 30 and 31 March 1959 and 1 April 1959 respectively. The Central Government have accorded approval under Section 17(2) of the E.S.I. Act, 1948 on 8 January 1965. The Employees' State Insurance Corporation (Recruitment) Regulations, 1965, as approved by the Central Government, have been sent for publication in the Gazette of India on 22 March 1965. (These have been published in the Gazette on 3 April 1965)

#### 13. Confirmation of Staff

The sanction of the Standing Committee to the creation of further permanent posts from 1 January 1964 was obtained and further staff was confirmed with effect from 1 January 1964 onwards.

#### 14. Strength of Staff

The total authorised strength of officers and staff in the Corporation as on 31 March 1965 was 5,477 as against 5,200 as on 31 March 1964. The staff authorised for various Regions as on 31 March 1965 is shown in Appendix IV (Part I). The staff authorised for the office of the Administrative Medical Officer, Delhi, is shown in part II of the said Appendix.

#### 15. Publicity

The Corporation participated in the exhibition organised by the Government of India at Durgapur in January 1965.

A new booklet entitled "You and Your Scheme" detailing salient features of the Scheme in a question-answer form was printed for distribution among workers.

Inaugural functions were held at important places where the Scheme was implemented during the year or where the E.S.I. Hospitals or Dispensaries were opened.

The film "Dawn of Social Security" in English, Hindi and other Regional languages was shown in many industrial areas. The Ministry of Information and Broadcasting have included in their production programme for 1965-66, the production of a new documentary film on the E.S.I. Scheme. The Films Division has taken up the production of the documentary.

A number of talks and discussions in different languages were broadcast over the various stations of All India Radio. Lectures were also delivered by the officers of the Corporation to workers at different centres.

"Know Your Own Scheme" series of pamphlets in Hindi and other regional languages and illustrated brochures entitled "Social Security for Industrial Workers" were distributed among the insured persons.

New items and articles giving periodical progress of the Scheme were published in many important newspapers in English and regional languages.

A close liaison continued to be maintained with all the parties concerned in order to ensure the smooth working of the Scheme. Doubts of employers, insured persons and Trade Unions' representatives, who approached the Regional Offices/Local Offices were also cleared and necessary clarifications furnished.

**16. Training of Local Office-Managers and Insurance Inspectors**

In pursuance of the training programme (which was suspended for some time due to Emergency in the country) two training courses for Local Office-Managers and Insurance Inspectors were held at Hyderabad and Bombay from 9th November 1964 to 21st November 1964 and 15th March 1965 to 31st March 1965 respectively. The training course at Hyderabad had trainees from all the four Southern Regions, viz. Andhra Pradesh, Kerala, Madras and Mysore, whereas the course at Bombay included trainees from Maharashtra and Madhya Pradesh Regions. The total number of trainees in these two courses was 53.

Besides the departmental lectures, some distinguished guest speakers were also invited in both the training courses to deliver talks on various subjects having a bearing on the Scheme of Social Security.

**17 Training of fellows from abroad in Social Security in India**

The Government of India accepted the fellowships for training in Social Security in India in respect of Mr. Chug Shin Che from Malaysia under the T.C.S. of the Colombo Plan and Mr. Ju In Pak from the Republic of Korea under the U. N. Technical Assistance Programme. The E.S.I. Corporation provided training facilities to these two Fellows for their training under the E.S.I. Scheme.

**18. Meetings of the International Social Security Association**

The E.S.I. Corporation participated in the meetings of XVth General Assembly, the Council, the Asian Regional Committee on Organisation and Methods, the Asian Regional Medico-Social Committee and some Permanent Committees of the International Social Security Association held in Washington from 24 September to 5 October 1964. Shri V. N. Rajan, Director General, E.S.I. Corporation, attended these meetings on behalf of the E.S.I. Corporation. Shri Rajan was unanimously elected as the Chairman of the Asian Medico-Social Committee for three years. For the first time, the E.S.I. Corporation was elected as a member of the Bureau of the International Social Security Association; the Bureau acts as the Executive Committee of the Association.

Shri V. N. Rajan, Director General, also attended the meetings of the Co-ordinating and Planning Committee and of the Bureau of the International Social Security Association held in Geneva from 22 March to 27 March 1965. The Co-ordinating and Planning Committee is a newly-formed restricted Committee within the Bureau and is entrusted with the task of co-ordinating the activities of the International Social Security Association both at the world-wide and the regional levels.

**19. Meetings of the Actuarial Sub-Committee of the Committee of the Social Security Experts of I.L.O.**

Shri V. R. Natesan, Actuary, E.S.I. Corporation, who was nominated by the Government of India as a member of Actuarial Sub Committee of the Committee of Social Security Experts of the I.L.O., attended the meeting of the said Committee at Geneva from 6 to 17 April 1964.

**COVERAGE****20. Number of employees etc., covered (Appendices V and VI)**

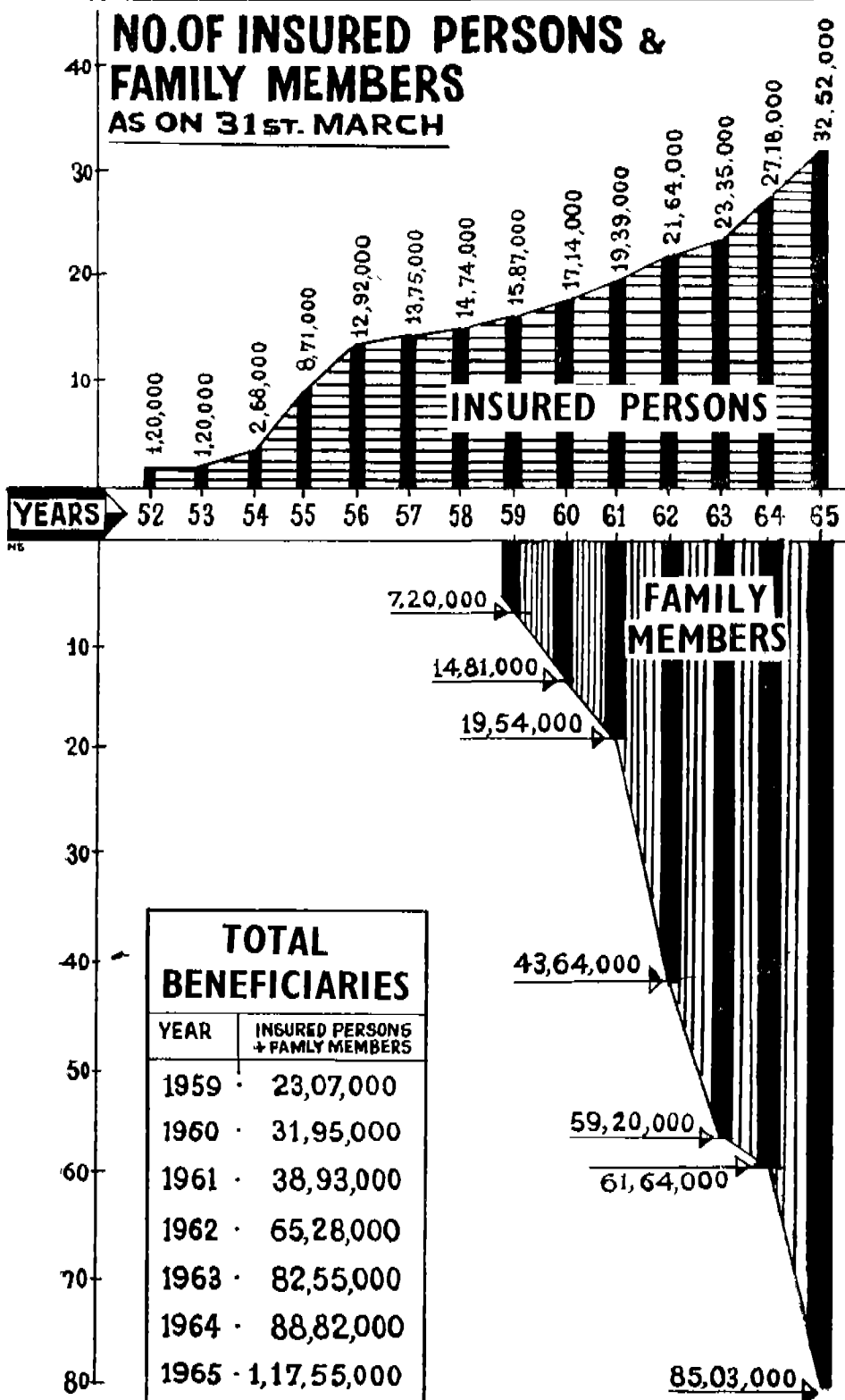
Appendices V and VI give particulars regarding coverage under the Scheme. There were about 15,677 factories covered under the Scheme as on 31st March 1965 as against 14,396 a year back. Of these, about 13,099 factories were within the implemented areas—the corresponding number last year being 11,599—and the remaining 2,578 factories in the areas yet to be implemented. The total number of employees in 226 centres in the implemented areas was about 28.80 lakhs; the number of employees yet to be covered was about 7.83 lakhs as against 9.09 lakhs last year. The maximum number of insured persons who were likely to be entitled to medical treatment was 32.52 lakhs and the number of family (insured persons) units 29.52 lakhs. In all, the total number of beneficiaries entitled as on 31st March 1965 to medical treatment, including the insured persons, was estimated at 117.55 lakhs.

**IMPROVEMENTS IN THE STANDARD OF MEDICAL CARE****21. Construction of hospitals and dispensaries**

During the year under report, the following buildings for hospitals, annexes and dispensaries under the E.S.I. Scheme were completed and commissioned from the dates shown against each:—

<i>Place</i> (1)	<i>Particulars</i> (2)	<i>Date on which commissioned</i> (3)
<b>Hospitals</b>		
1. Calcutta (West Bengal)	100-bed E.S.I. Hospital, Sealdah	17-12-1964
2. Sirpur-Kagaznagar (Andhra Pradesh)	30-bed E.S.I. Hospital	1-1-1965
3. Choudwar (Orissa)	50-bed E.S.I. Hospital 12-bed T.B. Ward	23-3-1965
<b>Dispensaries</b>		
4. Brajrajnagar (Orissa)	4-doctored S.I. (State Insurance) Dispensary	4-4-1964
5. Pali (Rajasthan)	4-doctored S.I. Dispensary	23-4-1964
6. Kanpur (Uttar Pradesh)	5-doctored S.I. Dispensary, Dalelpurwa	1-8-1964
7. Sirpur-Kagaznagar (Andhra Pradesh)	4-doctored S.I. Dispensary (1st set)	14-8-1964
8. Madras (Madras)	10-doctored S.I. Dispensary, Perambur	28-9-1964
9. Ahmedabad (Gujarat)	2-doctored S.I. Dispensary on S.No. 675 at Asarwa	4-10-1964
10. Ahmedabad (Gujarat)	2-doctored S.I. Dispensary on S.No. 221 at Rakhial	4-10-1964
11. Ahmedabad (Gujarat)	2-doctored S.I. Dispensary on S.No. 165 of TPS II at Kankaria	4-10-1964
12. Ahmedabad (Gujarat)	2-doctored S.I. Dispensary on F.P. No. 74 of TPS II at Kankaria	4-10-1964
13. Ahmedabad (Gujarat)	2-doctored S.I. Dispensary on Gujarat Housing Board plot at Asarwa, Chamanpura	4-10-1964
14. Ahmedabad (Gujarat)	2-doctored S.I. Dispensary on C.S. No. 52 at Wadaj	4-10-1964
15. Ahmedabad (Gujarat)	2-doctored S.I. Dispensary on R.S. No. 224/1, 224/2, 224/3, 224/4/P at Asarwa	4-10-1964
16. Ahmedabad (Gujarat)	2-doctored S.I. Dispensary on R.S. No. 135 at Sherkotda	4-10-1964
17. Ahmedabad (Gujarat)	2-doctored S.I. Dispensary on R.S. No. 99 at Rajpur-Hirpur	4-10-1964

(1)	(2)	(3)
18. Ahmedabad (Gujarat)	2-doctored S. I. Dispensary on F. P. No. 50 at Dariapur-Kazipur;	4-10-1964
19. Ahmedabad (Gujarat)	2-doctored S. I. Dispensary on R. S. No. 585 at Asarwa	4-10-1964
20. Ahmedabad (Gujarat)	3-doctored S. I. Dispensary on R. S. No. 89 of TPS VIII at Dariapur-Kazipur	4-10-1964
21. Ahmedabad (Gujarat)	3-doctored S. I. Dispensary on Gujarat Housing Board Plot R.S. No. 259-260 at Bapunagar	4-10-1964
22. Ahmedabad (Gujarat)	3-doctored S.I. Dispensary on S. No. 407 at Rajput-Hirpur	4-10-1964
23. Ahmedabad (Gujarat)	3-doctored S. I. Dispensary on R. S. No. 525 at Asarwa	4-10-1964
24. Ahmedabad (Gujarat)	3-doctored S. I. Dispensary on R. S. No. 138 at Rajpur-Hirpur	4-10-1964
25. Ahmedabad (Gujarat)	3-doctored S. I. Dispensary on R. S. No. 18/1 of Acher	4-10-1964
26. Ahmedabad (Gujarat)	3-doctored S. I. Dispensary on F. P. No. 43 at Khokhra-Mehemdabad	4-10-1964
27. Ahmedabad (Gujarat)	4-doctored S. I. Dispensary on S. No. 240 at Dariapur-Kazipur	4-10-1964
28. Ahmedabad (Gujarat)	4-doctored S. I. Dispensary on S. No. 462/P at Asarwa	4-10-1964
29. Ahmedabad (Gujarat)	4-doctored S. I. Dispensary on S. No. 339/P at Bagfurdos	4-10-1964
30. Ahmedabad (Gujarat)	4-doctored S. I. Dispensary on S. No. 190,191,194 at Bapunagar	4-10-1964
31. Ahmedabad (Gujarat)	4-doctored S. I. Dispensary on S. No. 466/P at Asarwa	4-10-1964
32. Ahmedabad (Gujarat)	4-doctored S. I. Dispensary on F. P. No. 217 to 222 and 225 to 226 at Khokhra-Mehemdabad	4-10-1964
33. Ahmedabad (Gujarat)	5-doctored S. I. Dispensary on F. P. No. 87 of TPS VIII at Asarwa	4-10-1964
34. Ahmedabad (Gujarat)	5-doctored S. I. Dispensary on R. S. No. 79/P of Sherkotda	4-10-1964
35. Ahmedabad (Gujarat)	5-doctored S. I. Dispensary on R. S. No. 108/1,2,3 at Sherkotda	4-10-1964
36. Ahmedabad (Gujarat)	4-doctored S. I. Dispensary on S. No. 266/A (F. P. 257/P) at Dariapur-Kazipur	27-1-1965
37. Ahmedabad (Gujarat)	3-doctored S. I. Dispensary on R. S. No. 380 at Asarwa	20-3-1965
38. Chittivalasa (Andhra Pradesh)	4-doctored S.I. Dispensary	1-1-1965
39. Madras (Madras)	10-doctored S.I. Dispensary Tondiarpet	1-3-1965



During the year, sanctions were accorded to the plans and estimates for 27 new E.S.I. projects and construction work on 7 of these projects had been taken up during the year. At the close of the year, construction work was in progress, in respect of 26 E.S.I. Hospital buildings, 8 Annexes and 50 State Insurance Dispensaries at various centres.

The position with regard to the construction of hospitals, annexes, dispensaries, etc., at the close of the year in different States was as under:—

#### Andhra Pradesh

(a) *Hospitals*: (i) *150-bed E.S.I. Hospital, Hyderabad*: The hospital had already been commissioned last year on 29th March, 1964, with a limited number of beds to begin with. Since then, the work on the remaining portion of the hospital has been completed, except for operation theatre which was being air-conditioned and the work thereon was in progress at the end of the year. X-Ray equipment was also received and was expected to be installed shortly.

The Corporation also agreed, in principle, to increase the bed strength of the hospital to 210 beds and plans and estimates for construction of additional 60 beds were awaited from the State Government.

(ii) *50-bed E.S.I. Hospital, Sirpur-Kagaznagar*: The construction of portion of 30-bed Hospital building in the ground floor and its staff quarters were completed and the hospital was commissioned on 1st January, 1965. The construction of additional 20-bed ward on the first floor, plans and estimates whereof had already been sanctioned, was not started as it was proposed by the State Government during the year under report to raise the bed-strength of the hospital to 110 beds, including 40 T.B. beds. Revised plans and estimates for construction of additional 40-bed General ward and 40-bed T.B. ward were awaited from the State Government. Action was also being taken by the State Government for construction of additional staff quarters, isolation wards and garages etc. Possession of additional land for the hospital building and staff quarters was taken.

(iii) *110-bed E.S.I. Hospital, Visakhapatnam*: The possession of the land for the hospital was taken over from the Port Trust authorities and the construction work of the staff quarters was started and was in progress. The construction work on hospital building was taken a little later due to certain revision in the plan of the hospital building suggested by an expert from the UNICEF. The excavations and filling up of foundations of the hospital building was in progress at the end of the year. The construction of the hospital was expected to be completed by the end of March, 1966.

(iv) *50-bed E.S.I. Hospital, Vijayawada*: Sanction was accorded for purchase of 24.91 acres of land at an estimated cost of Rs. 2,67,000, out of the land acquired for the Medical College and the possession of the land was taken.

Plans and estimates amounting to Rs. 14.50 lakhs were sanctioned for construction of 50-bed hospital building and staff quarters. The construction work was progressing rapidly at the end of the year.

(v) *50-bed E.S.I. Hospital, Adoni*: Sanction was accorded to the plans and estimates amounting to Rs. 14.50 lakhs for construction of 50-bed hospital building and staff quarters. Land for the hospital building was acquired and handed over to the State Public Works Department. Additional land for staff quarters was under acquisition.

There was some delay in starting the construction work as the estimates needed revision on account of the need to provide for deeper foundations due to the nature of the soil. Construction work was expected to be taken up shortly after the finalisation of the tenders.

(vi) *50-bed E.S.I. Hospital, Warangal*: The possession of about 11.20 acres of land acquired for construction of the hospital was taken. Plans and estimates amounting to Rs. 14.50 lakhs for construction of the hospital building and staff quarters were sanctioned and construction work of staff quarters was started and was progressing rapidly. The construction of hospital building was also taken up.

(vii) *50-bed E.S.I. Hospital, Rajahmundry*: It has been proposed to construct a 50-bed hospital at Rajahmundry and land therefor was being acquired by the State Government.

(b) *Dispensaries*: The construction work of the undermentioned S. I. Dispensary building was completed and the buildings were commissioned from the dates indicated against each:—

- |   |           |
|---|-----------|
| (i) 4-doctored dispensary building and staff quarters, S.P.M. Colony, 1st Set, Sirpur-Kagaznagar .. | 14-8-1964 |
| (ii) 4-doctored dispensary building and staff quarters, Chit-tivalasa ..                            | 1-1-1965  |

Construction work on second set of 4-doctored dispensary building and staff quarters at Sirpur-Kagaznagar was in progress. The roofing of the building was almost completed and the plastering of walls was in progress. The staff quarters, except two quarters for Lower Division Clerk and Maternity Assistant, were also complete except for minor finishing works.

The construction of 4-doctored dispensary building and staff quarters, Nellimar a, was also completed except a few staff quarters. The dispensary was expected to be commissioned shortly.

Sanction was accorded for acquisition of 8 acres of land at a cost of Rs. 2,00,376 for construction of a 3-doctored S.I. Dispensary building and staff quarters at Kakinada and its possession was taken. Possession was also taken of about 3.02 acres of land at Ranigunta for construction of a 2-doctored dispensary building.

Plans and estimates of the undermentioned dispensary buildings and staff quarters were sanctioned during the year:—

	<i>Estimated cost</i>
	<i>Rupees</i>
(i) 3-doctored dispensary and staff quarters, Kakinada ..	5,67,100
(ii) 2-doctored dispensary and staff quarters, Rangunta ..	2,65,000

#### **Assam**

The land acquisition proceedings in respect of the land previously selected and sanctioned for construction of a S. I. Dispensary, Regional Office and staff quarters at Gauhati, could not go ahead as certain dispute in respect of the land was pending in the High Court. The State Government proposed an alternative land together with buildings and structures thereon, for locating a 20-bed E.S.I. Hospital and Dispensary, Regional Office and staff quarters etc., at Gauhati, which was under consideration.

Sanction was accorded for acquisition of land measuring 6,400 sq. yds. at an estimated cost of Rs. 49,500 for construction of a 2-doctored dispensary at Dibrugarh. Sanction was also given for acquisition of a new plot of land measuring 12 Bighas 1 Kotta and 9 lassa (19,664 sq. yds.) at an estimated cost of Rs. 45,499.45 paise in lieu of land selected and sanctioned previously, for construction of a dispensary building and staff quarters at Dhubri.

#### **Bihar**

(a) *Hospitals*: (i) 100-bed E.S.I. Hospital, Maithon: Construction work of the hospital building and staff quarters was nearly completed. Electrification and sanitary fittings were taken up and roads were being laid out. The hospital was expected to be completed in all respects early in 1966.

(ii) 50-bed E.S.I. Hospital, Dalmianagar: Civil construction work was in progress and was completed upto roof level. Certain difficulties had arisen for want of necessary provision for drainage and the matter was taken up by the State Government with their Public Health Engineering Department. Estimates amounting to Rs. 2,41,116 for water supply, sanitary installations and sewerage were approved. Plans and estimates for electrification were under scrutiny of the State Public Works Department. The hospital was expected to be completed in all respects early in 1966.

(iii) 100-bed E.S.I. Hospital, Kanti: The State Government initiated action for acquisition of land. The plans and estimates for the hospital building were under preparation.

(b) *Annexes*: 20-bed T.B. Annexe, Itki Sanatorium, Ranchi: Construction of the annexe building was in progress and had been completed upto roof level. The



progress of work has been slow as the area is in an out-of-way place. It was however, expected to be completed in all respects by the end of the next year.

(c) *Dispensaries*: Construction work on staff quarters of two-doctored S. I. Dispensary, Phulwarisharif, Patna, was in progress and was complete upto roof level. The tenders received for the dispensary building were under scrutiny.

Only one tender was received for construction of one-doctored S.I. Dispensary at Ambona, in spite of repeated publication of tender notice. The work was, therefore, held up for want of sufficient number of tenders. The earlier estimated cost of the dispensary had gone up and estimates were being revised.

Lands were acquired and handed over to the State Public Works Department for construction of S.I. Dispensaries at Digha, Katihar, Monghyr and Banjari.

## Delhi

*Hospitals*: 620-bed E.S.I. General and 304-bed E.S.I. T.B. Hospitals: Plans and estimates amounting to Rs. 2,31,44,046 for construction of the two hospital buildings and staff quarters were approved. As detailed drawings of the hospital buildings and staff quarters were still to be prepared by the Senior Architect of the Directorate General of Health Services, construction work could not be started by the Central Public Works Department by the end of the year.

## Gujarat

(a) *Hospitals*: (i) 200-bed E.S.I. T.B. Hospital, Ahmedabad: The construction work of the hospital building was started and was in full swing at the end of the year.

(ii) 500-bed E.S.I. Hospital, Ahmedabad: Sanction was accorded to the additional estimated expenditure of Rs. 4.50 lakhs for construction of additional 300 beds to raise the bed strength of the hospital to 500 beds. The detailed estimates for construction of the hospital building were under preparation at the end of the year.

(b) *Dispensaries*: The construction of 29 S.I. Dispensary buildings in Ahmedabad was completed during the year under report, and 27 of these buildings were commissioned with effect from 4 October, 1964, the date on which the E.S.I. Scheme was extended to Ahmedabad, and the other two were put into use from 27th January, 1965, and 20th March, 1965, respectively.

Out of the remaining thirteen dispensaries still to be constructed in Ahmedabad, lands for four were in possession and construction work on three of them mentioned below, was in progress at the close of the year:—

- (i) Two-doctored dispensary building and staff quarters on C.T.S. 439 to 444 at Paldi;
- (ii) Four-doctored dispensary building and staff quarters on S. No. 64/P at Khokra Mehmedabad; and
- (iii) Five-doctored dispensary building and staff quarters on C.T.S. No. 2043 and 2950 at Saraspur.

The plans and estimates for construction of a four-doctored dispensary building and staff quarters on the fourth plot F.P. No. 50 at Rajpur-Hirpur, were being revised to provide also for a diagnostic centre in the proposed building and construction work could not, therefore, be started during the year.

In view of certain difficulties that arose in the acquisition of land at S. No. 235/P of Rajpur-Hirpur, Ahmedabad, for construction of a two-doctored S.I. Dispensary building, and as it had not been possible to get land elsewhere in that area, the State Government proposed acquisition of a building known as "Rambagh Bungalow" situated on sub-plots Nos. 11 and 12 of F.P. 66 of Maninagar Town Planning Scheme, Ahmedabad, at an estimated cost of Rs. 1,05,430 for locating the dispensary and the sanction of the Corporation was accorded to the same. Further proceedings for acquisition of the land and building of "Rambagh Bungalow" were still pending at the close of the year.

Sanction was also accorded to the plans and estimates for construction of the following two dispensary buildings and staff quarters at Ahmedabad at an estimated cost indicated against each:—

	Estimated Cost
	Rupees
(i) Two-doctored dispensary on C.T.S. 439 to 444 of Paldi . . . . .	2,14,830
(ii) Four-doctored dispensary on F.P. 50, Rajpur-Hirpur . . . . .	3,35,641
<b>TOTAL . . . . .</b>	<b>5,50,471</b>

Lands for the remaining eight dispensary buildings to be constructed at Ahmedabad were also still to be acquired and taken possession of.

Sanction was also accorded during the year under report, for purchase of the following lands at places outside Ahmedabad, for construction of S.I. Dispensary buildings and staff quarters:—

	Cost
	Rs. paise
(i) Land measuring 3294 sq. yds. 7 sq. ft. 6 3/4 sq. in. on plot Nos. 44, 45, 46, 47, 1 and adjoining land in triangular shape at Wankaner . . . . .	7,413.26
(ii) Land measuring 3600 sq. yds. 7 sq. ft. and 3 sq. in. on plot Nos. 17 to 30, 13 to 16 and 30 road line at Wankaner . . . . .	8,101.75
<b>TOTAL . . . . .</b>	<b>15,515.01</b>

#### Kerala

(a) *Hospitals:* (i) 55-bed E.S.I. Hospital, Alleppey: Construction work of the hospital building and staff quarters was in progress.

(ii) 100-bed E.S.I. Hospital, Asramam, Distt. Quilon: Construction work of the ground floor of the hospital building and work of construction of staff quarters was in progress.

Sanction was accorded to the plans and estimates amounting to Rs. 9,69,550/- for construction of additional floor to provide additional 50 beds to raise the bed strength to 100 beds. The tenders for construction of first floor were settled and work order was issued to the contractor.

(iii) 100-bed E.S.I. T.B. Hospital, Mulankunnathukavu, Distt. Trichur: Construction work of the main hospital building including water supply and sanitary installations therein, was almost completed and electrification was to be taken up. Construction of quarters for Surgeon, Asstt. Surgeons, Nurses, Technicians and Compounders and their electrification was completed. Water supply and sanitary installation work was started. The hospital was expected to be complete upto June, 1965.

(iv) 120-bed E.S.I. Hospital, Udyogamandal, District Ernakulam: Construction work of two of the four blocks of the hospital building and that of staff quarters was started during the year and was in progress.

Sanction was also accorded to the acquisition of 12 acres and 99.5 cents of land at an estimated cost of Rs. 3,25,000/- for the hospital. Possession of the land had already been taken in advance.

(v) 60-bed E.S.I. Hospital, Trichur: Plans and estimates amounting to Rs. 13.06 lakhs were approved for construction of the hospital building and staff quarters. Sanction was also accorded to the acquisition of 6.66 acres of land at an estimated cost of Rs. 95,500/- for the hospital and possession of the land was taken.

Construction work of the staff quarters was started during the year and was in good progress.

(vi) 50-bed E.S.I. Hospital, Peroorkada, District Trivandrum: Sanction was accorded to the construction of a 50-bed hospital building and staff quarters at Peroorkada, at an estimated cost of Rs. 9,71,990/-. Land belonging to Government was selected.

Tenders for the construction of hospital building and staff quarters were settled and construction work was likely to be started shortly.

(vii) 100-bed E.S.I. T.B. Hospital, Paripally, District Quilon: Sanction was accorded to the construction of 100-bed T.B. Hospital with staff quarters at Paripally, at an estimated cost of Rs. 16 lakhs. Land selected for the hospital was being acquired and possession thereof was taken in advance.

Tenders for construction of staff quarters were settled and the work was likely to start shortly.

(b) Annexes: Intimation was received from the State Government during the year that the 24-bed E.S.I. Annexe constructed in the T.B. Hospital, Pulayanarkottah, had been commissioned last year on 5 January 1964.

(c) Dispensaries: The plans and estimates for construction of undermentioned 10 S.I. Dispensary buildings with staff quarters were sanctioned during the year:—

	<i>Estimated Cost</i>
	<i>Rupees.</i>
(i) One-doctored dispensary building at Irringallur, District Kozhikode . . .	2,03,492
(ii) One-doctored dispensary building at Chackal, District Trivandrum . . .	2,30,730
(iii) Two-doctored dispensary building at Kalluvathukkal, District Quilon . . .	2,46,036
(iv) Two-doctored dispensary building at Thrissalazhikom, District Quilon . . .	2,46,036
(v) Two-doctored dispensary building at Thoppumpadi, District Ernakulam . . .	2,43,600
(vi) Two-doctored dispensary building at Punalur, District Quilon . . .	2,36,817
(vii) Two-doctored dispensary building at Pavithreswaram, District Quilon . . .	3,02,607
(viii) Two-doctored dispensary building at Thrakkovilvattom, Distt. Quilon . . .	3,02,607
(ix) Four-doctored dispensary building at Punkunam, District Trichur . . .	3,67,836
(x) Five-doctored dispensary building at Alwaye, District Ernakulam . . .	6,89,800
TOTAL . . . . .	30,69,561

Sanctions were also accorded for the acquisition of following lands:—

- (i) 1.25 acres of additional land at an estimated cost of Rs. 3,445.60 paise for construction of dispensary building and staff quarters at Pathirapally;
- (ii) 2.42 acres of land at an estimated cost of Rs. 14,150.12 paise for construction of a dispensary building and staff quarters at Dharmadam;
- (iii) 2 acres and 67.75 cents of land at an estimated cost of Rs. 1,55,226.40 paise for construction of four-doctored dispensary building and staff quarters at Factory Ward, Alleppey; and
- (iv) 2 acres and 5 cents of land at an estimated cost of Rs. 1,05,000/- for construction of three-doctored dispensary at Panayapally.

The construction work of the following dispensary buildings and staff quarters was almost complete or was nearing completion at the end of the year:—

- (i) Two-doctored dispensary building at Udyogamandal;
- (ii) Two-doctored dispensary building at Thoppumpadi;
- (iii) Three-doctored dispensary building at Ollur;
- (iv) Three-doctored dispensary building at Pattathanam;
- (v) Four-doctored dispensary building at Factory Ward, Alleppey; and
- (vi) Five-doctored dispensary building at Pathirapally.

Construction work of the following dispensaries was also in progress:—

- (i) One-doctored dispensary building and staff quarters at Irringallur;
- (ii) Two-doctored dispensary at Karaparamba, (work on staff quarters only was in progress);
- (iii) Two-doctored dispensary building at Thrissalazhikom; and
- (iv) Three-doctored dispensary at Kottayam.

Construction of one-doctored dispensary building and staff quarters at Chackal, two-doctored dispensary building and staff quarters each at Kalluvathukkal, Thrakkovilvattom and Pavithreswaram and of three-doctored dispensary building and staff quarters at Panayapally and five doctored dispensary building and staff quarters at Alwaye was expected to start shortly.

**Madhya Pradesh**

(a) *Hospitals*: (i) *225-bed E.S.I. Hospital, Indore*: The construction work of the hospital building was completed except flooring of staircase which was in progress. The finishing works such as white-washing, painting, grinding of mosaic floors etc. and installations of water supply and sanitary fittings and electrification were in progress. The staff quarters were also nearing completion. The hospital was expected to be complete in all respects in August, 1965.

Sanction was accorded to an expenditure of Rs. 7.50 lakhs for equipment of the hospital.

(ii) *75-bed E.S.I. T.B. Hospital, Indore*: The construction work of the hospital building was completed except painting work which was in progress. The installation of sanitary fittings and construction of staff quarters were also nearing completion. The hospital was expected to be ready in August, 1965.

Sanction was accorded to the additional expenditure of Rs. 4.41,700/- towards acquisition of 24.34 acres of land for the E.S.I. General and T.B. Hospitals constructed at Indore.

(iii) *65-bed E.S.I. Hospital, Ujjain (50 General and 15 T.B. beds)*: The construction work of the hospital building which was started during the year was in progress.

(iv) *75-bed E.S.I. T.B. Hospital, Raipur*: Land for the hospital has been acquired by the State Government. Plans and estimates of the hospital building and staff quarters forwarded by the State Government were being examined.

(v) *55-bed E.S.I. Hospital, Ratlam*: Sanction was accorded to the purchase of 81,759 sq. ft. of land at an estimated cost of Rs. 1,71,297.86 paise at Ratlam for construction of a 55-bed E.S.I. Hospital building, S.I. Dispensary building, central stores and quarters.

(b) *Dispensaries*: During the year under report, sanction was accorded to the construction of the following two S.I. Dispensary buildings with staff quarters at the estimated cost shown against each:—

	<i>Estimated cost</i>
	<b>Rupees</b>
(i) Four-doctored dispensary at Khajrani, Indore . . . . .	3,55,111
(ii) Six-doctored dispensary at Yashwant Niwas Road, Mill Area, Indore . . . . .	6,72,200
TOTAL . . . . .	<b>10,27,311</b>

The construction of the following S.I. Dispensary buildings with staff quarters was in progress:—

- (i) Two-doctored dispensary at Satna;
- (ii) Four-doctored dispensary at Jawahar Nagar, Ratlam;
- (iii) Three-doctored dispensary with 20-bed ward at Ghamapur, Jabalpur; and
- (iv) Three-doctored dispensary with 15-bed T.B. ward at Lalbagh, Burhanpur.

**Madras.**

(a) *Hospitals*: (i) *500-bed E.S.I. Hospital, Madras*: The construction work of additional 188 beds to raise the bed strength of the hospital to 363, was already completed last year and the State Government have so far put to use a total number of 200 beds.

The construction work of the third floor to raise the bed strength of the hospital from 363 beds to 500 beds, was in progress and was expected to be completed in all respects by October, 1965.

Additional land was also being acquired by the State Government for construction of additional staff quarters.

(ii) *202-bed E.S.I. Hospital, Madurai*: The construction work was in progress. Civil works in respect of some of the hospital blocks and some of the staff quarters were nearing completion.

Additional land measuring 2.89 acres being acquired for construction of additional staff quarters, was taken possession of.

(iii) 500-bed E.S.I. Hospital, Coimbatore: The construction of ground and first floors of the hospital building was progressing. The construction of staff quarters was also in progress.

Sanction was accorded to the estimates amounting to Rs. 16.80 lakhs for construction of additional 208 staff quarters for the hospital.

(iv) 270-bed E.S.I. Hospital, South Madras: The construction of the hospital could not be undertaken as the land was not selected. A site has since been selected in the State Housing Board area and special steps were being taken by the State Government to take possession of the land.

(v) 50-bed E.S.I. Hospital, Salem: Sanction was accorded for acquisition of 29.66 acres of land at an estimated cost of Rs. 11,93,815/- for construction of the hospital building with staff quarters at Salem.

(b) Annexes: The State Government intimated during the year under report that the 10-bed E.S.I. Ward constructed in the Government Hospital, Talgudi, had been commissioned on 12 March 1964.

Construction of 32-bed E.S.I. Ward in Government Hospital, Koilpatti, was in progress and was expected to be completed by September, 1965.

The State Government dropped the proposal for the construction of 52-bed wards in T.B. Sanatorium, Thoppur and one of the two 26-bed wards in T.B. Hospital, Nagercoil, which had been sanctioned last year. Only one 26-bed ward in T.B. Hospital, Nagercoil, was to be constructed at an estimated cost of Rs. 1 lakh. It was proposed to construct separate E.S.I. Hospitals with required number of General and T.B. beds at Rajapalayam, Tirunelveli, Tuticorin and Vickramasingapuram.

The construction work of the 26-bed ward in T.B. Hospital, Nagercoil, could not be started during the year under report, as detailed drawings were being finalised.

(c) Dispensaries: The construction of 10-doctored dispensary buildings at Perambur and Tondiarpet in Madras was completed during the year under report, and the two dispensaries were commissioned with effect from 28 September 1964 and 1st March 1965, respectively.

Sanction was accorded for the acquisition of lands at the following centres at the estimated cost shown against each:—

	Estimated cost	
	Rs.	P.
* (i) Land measuring 6194-1/3 sq. yds. at Kondithope . . . . .	1,56,245	46
* (ii) Land measuring 3705 sq. yds. at Egmore . . . . .	1,47,300	03
* (iii) Land measuring 2.96 acres at Udumelpet . . . . .	25,594	68
(iv) Land measuring 1 acre 31837 sq. ft. at Munichalai Road, East Madurai . . . . .	2,48,851	25
(v) Land measuring 1.91 acres at Pallavaram . . . . .	54,912	50
(vi) Land measuring 2.02 acres at Usilampatti . . . . .	8,835	54
(vii) Land measuring 4.22 acres at Vickramasingapuram-II . . . . .	55,149	50
(viii) Land measuring 2 acres 10830 sq. ft. at Tiruppur . . . . .	33,000	00
(ix) Land measuring 2 acres and 4814 sq. ft. at Kumbakonnam . . . . .	13,778	63
(x) Land measuring 1 Cw. 14 grounds 410 sq. ft. at Choolai . . . . .	2,63,309	75
(xi) Land measuring 1 acre 376 sq. ft. Nungambakkam, Mount Road II, Madras; and . . . . .	2,25,205	17
(xii) Land measuring 2.25 acres at Rajapalayam . . . . .	5,607	00
TOTAL . . . . .	12,37,789	51

At the end of the year under report, the construction of 22 dispensary buildings was in progress. Out of these, the civil construction of the following 8 dispensary

\* Estimates for dispensaries and staff quarters at these centres already sanctioned.

buildings was complete and finishing works, polishing of mosaic flooring, internal water supply and sanitary installations etc. were in progress:—

- (i) Five-doctored dispensary, Sembian, Madras;
- (ii) Ten-doctored dispensary, Thiruvottiyur, Madras;
- (iii) Five-doctored dispensary, Upplipalayam;
- (iv) Three-doctored dispensary, Vellalore;
- (v) Five-doctored dispensary, Tuticorin;
- (vi) Five-doctored dispensary, Sivakasi;
- (vii) Three-doctored dispensary, Mettur Dam (Lower); and
- (viii) Five-doctored dispensary, Rajapalayam.

Construction of the other 14 dispensary buildings mentioned below, was at different stages of construction:—

- (i) Ten-doctored dispensary, Singanallur;
- (ii) Five-doctored dispensary, Sowripalayam;
- (iii) Ten-doctored dispensary, Ondiputhur;
- (iv) Five-doctored dispensary, Vickramasingapuram;
- (v) Five-doctored dispensary, Mettur Dam (Upper);
- (vi) Three-doctored dispensary, Cauverynagar;
- (vii) Two-doctored dispensary, Ramjeenagar;
- (viii) Ten-doctored dispensary, Kilpauk;
- (ix) Five-doctored dispensary, Ambattur;
- (x) Three-doctored dispensary, Red Hills;
- (xi) Ten-doctored dispensary, Ponnagaram;
- (xii) Ten-doctored dispensary, Palanganathan;
- (xiii) Three-doctored dispensary, Tirunagar; and
- (xiv) Four-doctored dispensary, Paraval

### Maharashtra

(a) *Hospitals*: (i) *E.S.I. Hospital, Worli, Bombay*: Construction of staff quarters for class II Officers, Housemen, Registrar and Nurses was in progress. The plans and estimates of quarters for class I Officers, class III and class IV staff were administratively approved and technically sanctioned. Their construction work was yet to start. The progress of construction has been handicapped due to irregular supply of cement.

The main hospital building had already been completed and commissioned last year on 27 March 1964, with 120 T.B. beds. The hospital will ultimately function as 250-bed General Hospital after completion of staff quarters.

(ii) *600-bed E.S.I. Hospital, Muland*: Land had already been acquired. Plans and estimates were under consideration of the State Government and awaiting their administrative approval.

(iii) *400-bed E.S.I. T.B. Hospital, Aundh (near Poona)*: The plans and estimates were still awaiting sanction of the State Government.

The Corporation approved the grant of a loan to the State Government for construction of this hospital. The terms and conditions of the loan as approved by the Central Government were conveyed to the State Government who in reply have requested for grant of the loan on more economic terms. The matter was still under consideration.

(iv) *150-bed E.S.I. Hospital, Nagpur*: Possession of the plot of land selected for the hospital was taken by the State Government from the Improvement Trust, Nagpur. Plans and estimates for the hospital building were awaiting sanction of the State Government.

It may be mentioned that except the Mahatma Gandhi Memorial Hospital, Bombay, all other hospital and dispensary buildings under the E.S.I. Scheme in Maharashtra State are being constructed at the sole cost of the State Government, out of a loan of Rupees one crore sanctioned by the Corporation. The State Government had drawn upto the end of the year under report, a total amount of

Rs. 49,75,546/- as follows against the sanctioned loan of Rupees one crore, for purchase of lands and construction of E.S.I. Hospitals, Worli and Muland in Greater Bombay, and for purchase of lands for an E.S.I. Hospital and three dispensaries at Nagpur:—

	Rupees
During 1962-63 . . . . .	23,12,426
During 1963-64 . . . . .	3,04,120
During 1964-65 . . . . .	23,59,000
TOTAL . . . . .	49,75,546

(b) *Dispensaries*: The possession of lands for construction of three S.I. Dispensary buildings at Nagpur was taken over by the State Government and boundary pillars were being fixed.

### Mysore.

(a) *Hospitals*: (i) *300-bed E.S.I. Hospital, Bangalore*: The construction work to provide additional 130 beds to raise the bed strength of the hospital to 300, had already been completed last year. The additional beds will be put into use when hospitalisation facilities are extended to families of insured persons.

(ii) *24-bed E.S.I. Hospital, Dandeli*: The progress of construction work of the hospital had been very slow due to non-availability of cement. As a result of special efforts made by the State Government for supply of cement, the construction work was proceeding rapidly and had come upto lintel level at the end of the year under report. The hospital was expected to be ready by March 1966.

(iii) *100-bed E.S.I. Hospital, Mangalore*: Sanction was accorded for the purchase of 5 acres of land at an estimated cost of Rs. 1.50 lakhs for construction of the hospital building and staff quarters at Mangalore.

Plans and estimates for construction of the hospital were awaited from the State Government.

(b) *Dispensaries*: The Corporation deposited the advance for construction of three-doctored S.I. Dispensary buildings, one at Ulsoor and the other in the compound of the E.S.I. Hospital, Rajajinagar, Bangalore, and the construction was just being started at the close of the year.

Acquisition proceedings in respect of lands selected for construction of S.I. Dispensary buildings at Binnipet and Yashwanthpur in Bangalore were still in progress.

### Orissa.

(a) *Hospitals*: (i) *50-bed E.S.I. Hospital and 12-bed E.S.I. T.B. Ward, Choudwar*: The construction of the hospital building, T.B. ward and staff quarters, except 8 three-roomed quarters, was completed during the year under report and the hospital and the T.B. ward were commissioned on 23 March 1965. The construction of 8 three-roomed quarters was expected to be completed by August 1965.

(b) *Dispensaries*: Civil construction work of the four-doctored S.I. Dispensary building at Brajrajnagar was completed and the dispensary was commissioned on 4 April 1964. The work of electric and public health installations was still to be carried out.

The construction of two-doctored S.I. Dispensary building with staff quarters each at Barang and Barbil was in progress.

### Punjab.

(a) *Hospitals*: (i) *125-bed E.S.I. Hospital, Amritsar*: The construction work of the hospital building was in progress and 50% of the work was reported to have been completed. The out-patient department was expected to be ready by July 1965, while the complete hospital was expected to be ready in early 1966.

Land for staff quarters of the hospital was still to be acquired and plans and estimates for construction of staff quarters were yet to be prepared.

(ii) *60-bed E.S.I. Hospital and 12 bed T.B. Ward, Faridabad*: The construction work of the hospital building was expected to start shortly. The plans for staff quarters were under preparation by the Architect of the State Government.

Revised estimates amounting to Rs. 2,03,400/- for construction of 12-bed T.B. ward and staff quarters were approved which superseded the previous estimates for Rs. 79,650/-.

(iii) 60-bed *E.S.I. Hospital, Yamunanagar*: The revised plans and estimates amounting to Rs. 8,89,400/- for construction of the hospital building were approved in supersession of the previous estimates for Rs. 7,02,500/-. The land for staff quarters was still to be acquired.

(iv) 60-bed *E.S.I. Hospital, Jullundur*: Sanction was accorded at the end of the year to the plans and estimates amounting to Rs. 10,41,000/- for construction of the hospital building. Plans for staff quarters were being prepared by the Architect of the State Government.

Possession of the land purchased for construction of the hospital building was taken.

(v) 80-bed *E.S.I. Hospital, Ludhiana*: Plans and estimates amounting to Rs. 12,02,910/- were approved for construction of 80-bed hospital building and barbed wire fencing around the plot of land purchased for the hospital. The Corporation also deposited the first instalment of the cost of construction with the State Government for construction of the hospital building which was expected to start shortly.

Plans and estimates for staff quarters were still to be prepared by the State Government.

(b) *Annexes*: The construction work on the 12-bed T.B. annexe in R.B. Gujarmal Kesri Devi T.B. Sanatorium, Amritsar and 12-bed T.B. annexe at Dharampur had been completed and necessary arrangements were made to commission the two annexes from 1 April 1965.

(c) *Dispensaries*: Sanction was accorded to the purchase of land and to the construction of S.I. Dispensary building with staff quarters in the following centres, at the estimated cost shown against each:—

	<i>Estimated Cost</i>	
	Rs.	P.
(i) Additional land measuring 3.89 acres at Rajpura . . . . .	41,155.20	
(ii) Two-doctored dispensary at Chandigarh . . . . .	1,99,000.00	
(iii) Land measuring 2 acres at Hissar and . . . . .	5,200.00	
(iv) Land measuring 10,952 sq. yds. at Phagwara. . . . .	45,012.72	
Total	2,90,367.92	

### Rajasthan.

(a) *Hospitals*: (i) 100-bed *E.S.I. Hospital, Jaipur*: Sanction was accorded for the purchase of land measuring 8.84 acres at an estimated cost of Rs. 4,56,901/- for construction of 100-bed hospital building, one S.I. Dispensary building and staff quarters at Jaipur. Possession of the land was taken by the State Government from the Improvement Trust authorities.

Plans and estimates for construction of the hospital building and staff quarters were awaited from the State Government.

(b) *Annexes*: The 16-bed T.B. ward in T.B. Sanatorium, Bari Udaipur, which had been constructed and equipped last year, could not be commissioned during the year under report as the sanction of the State Government for creation of staff to run the ward was still awaited. The ward was expected to be commissioned from August 1965.

The 12-bed ward at Mahatma Gandhi Hospital, Bhilwara, which had been completed last year, was also equipped during the year under report but could not be commissioned as necessary staff was not yet sanctioned by the State Government. The ward was expected to be commissioned from September 1965.

Construction of 12-bed ward at State Bangar Hospital, Pali and 20-bed ward at Mahatma Gandhi Hospital, Jodhpur, was completed during the year under report.



and the wards were being equipped. These two wards were also expected to be commissioned from September 1965.

(c) *Dispensaries*: The construction of four-doctored S.I. Dispensary building and staff quarters except compound wall, at Pali was completed and the dispensary was commissioned on 23 April 1964.

Construction of three-doctored dispensary building with staff quarters, except three G-type quarters at Sawai Madhopur, was almost complete and the dispensary was expected to be commissioned shortly.

The land for construction of first set of S.I. Dispensary at Jaipur has been taken possession of. The construction of the dispensary building was yet to be undertaken.

No land has been allotted yet for construction of second set of dispensary at Jaipur.

Sanction was accorded for purchase of land measuring 7326 sq. yds. at a cost of Rs. 58,608/- for three-doctored S.I. Dispensary building and staff quarters already constructed at Jodhpur. Sanction was also accorded for purchase of land measuring 37559 sq. ft. at a cost of Rs. 26,291.30 paise for construction of a S.I. Dispensary with staff quarters at Udaipur.

#### **Uttar Pradesh.**

(a) *Hospitals*: (i) 212-bed E.S.I. Hospital, Kanpur: Construction of additional 100 beds in the hospital was completed and sanction was also accorded for an estimated expenditure of Rs. 1.57 lakhs for provision of equipment for the additional 100 beds and the equipment was purchased. Additional staff for the hospital was yet to be sanctioned by the State Government.

(ii) 144-bed E.S.I. (Women and Children) Hospital, Kanpur: Construction work of the hospital building was progressing and had come upto roof level. Construction of staff quarters was completed.

(iii) 180-bed E.S.I. Chest Hospital, Kanpur: Construction of the hospital building was nearing completion.

(iv) 100-bed E.S.I. Hospital, Modinagar: Construction work of the hospital was started during the year and had come upto roof level at the end of the year under report.

(b) *Dispensaries*: Construction of five-doctored S.I. Dispensary at Dalelpurwa, Kanpur, was completed and the building was commissioned on 1-8-1964.

Construction work of five-doctored dispensary building and staff quarters at Raipurwa, four-doctored dispensary and staff quarters at Nawabganj, and three-doctored dispensary and staff quarters at Kabari Market—all in Kanpur—was completed except water supply, sanitary and electric fittings.

The dispensary building of four-doctored dispensary at Jajmau, Kanpur, was completed and construction of staff quarters was in progress except Medical Officers' quarters which were also almost complete.

The main building of two-doctored dispensary at Govindnagar, Kanpur, was started during the year and had come upto roof level. The construction work of staff quarters was completed.

The possession of lands for construction of two-doctored dispensary at Bhelupura, Varanasi, was taken and the construction was expected to start shortly.

Possession was also taken of the land purchased for construction of a dispensary building at Jeonimandi, Agra. The plans and estimates for construction of the dispensary building and staff quarters were awaited from the State Government.

#### **West Bengal.**

(a) *Hospitals*: (i) 100-bed E.S.I. Hospital, Kamarhati: The hospital had already been commissioned last year on 29 March 1964. An expenditure of Rs. 3 lakhs was sanctioned during the year under report, for purchase of equipment and stores of the hospital.

(ii) 100-bed E.S.I. Hospital, Sealdah, Calcutta (in the premises of the National Medical College Institute): The renovation, additions and alterations to the building of the National Medical College Institute purchased for its conversion into a 100-bed E.S.I. Hospital, were completed and the hospital was commissioned with effect from 17 December 1964.

Sanction was also accorded to the estimated expenditure of Rs. 3 lakhs on purchase of equipment and stores of the hospital.

(iii) 100-bed *E.S.I. Hospital, Bally (Bellur) Howrah Distt.*: The construction work of the hospital building and staff quarters was complete in all respects, except overhead reservoir construction whereof was being started.

Sanction was also accorded to the estimated expenditure of Rs 3 lakhs for purchase of equipment and stores of the hospital. Orders were issued by the State Government for opening the hospital from 15 April 1965.

(iv) 150-bed *E.S.I. Hospital, Serampore, District Hooghly*: The construction of the hospital building and staff quarters was almost completed excepting the overhead reservoir and placement of transformer. The hospital was expected to be ready in all respects by August 1965.

Sanction was also accorded for acquisition of additional 1.89 acres of land at an estimated cost of Rs. 55,513/- for construction of additional staff quarters.

(v) 150-bed *E.S.I. Hospital, Uluberia, District Howrah*: The construction of the hospital building and staff quarters was almost completed excepting the tubewell. The hospital was expected to be ready in all respects by September 1965.

(vi) 300-bed *E.S.I. Hospital, Bankara, District Howrah*: The construction of the hospital building and staff quarters was progressing satisfactorily and 90 per cent to 100 per cent of the work on different portions was reported to be complete. The hospital was expected to be complete in all respects by December 1965.

(vii) 250-bed *E.S.I. Hospital, Kalyani, District Nadia*: Construction work of quarters for Superintendent, 12 Medical Officers, 1 Matron, 1 Deputy Matron, 30 units for superior staff and 100 units for class IV staff was almost complete. The construction of the hospital building was progressing at the ground floor level.

(viii) 250-bed *E.S.I. T.B. Hospital, Kanchrapara, Distt. Nadia*: The State Health Department agreed to hand over 25 acres of land for construction of the hospital. The revised plans and estimates for the construction of the hospital were being prepared.

(ix) 150-bed *E.S.I. Hospital, Gourhati*: Possession of the land for construction of the hospital has been taken by the State Public Works Department.

The previous plans and estimates for construction of 300-bed Hospital have been abandoned by the State Government in view of the scarcity of land. The State Government now proposes to construct a 150-bed hospital and plans and estimates thereof were under preparation.

(x) 400-bed *E.S.I. Hospital, Manicktala, Calcutta*: Possession of the land measuring 157 Kottas, 2 Ch. and 6 sq. ft purchased at a total cost of Rs. 9,42,800/- was expected to be taken from the City Improvement Trust after finalisation of the deed of agreement. Plans and estimates for construction of the hospital building were prepared and were awaiting approval of the State Finance Department.

(xi) 68-bed *E.S.I. Hospital and Diagnostic Centre at Dullya, P.S. Sankrall, District Howrah*: The land measuring 4.92 acres sanctioned for the hospital was in possession of the State Government. However, the railway authorities have requested the State Government to release the land for extension of the railway track in connection with the future Haldia Project. Attempt was, therefore, being made by the State Government to select an alternative site for construction of the hospital.

(xii) *E.S.I. Hospital, Kanyapur, Asansol*: Sanction was accorded to the purchase of 68.78 acres of land at an estimated cost of Rs. 1.13 lakhs for construction of an *E.S.I. Hospital at Kanyapur, Asansol*. The land was already in possession of the State Health Department who have agreed to hand over the land.

The State Public Works Department has been requested to prepare plans and estimates for 150-General bedded and 150 T.B. bedded hospital.

(xiii) The State Government have also taken possession of land for construction of a 150-bed *E.S.I. Hospital at Bandal, District Hooghly*, a 300-bed hospital at Budge-Budge, 24-Parganas, and a 150-bed hospital at Thakurpur, 24-Parganas.

## 22. Provision of hospital beds for in-patient treatment

22.1. During the year 1964-65, 828 additional beds were provided under the *E.S.I. Scheme* in different hospitals/wards/annexes, while the reservation of 2 General

beds and one T.B. bed in Bihar State, 4 Maternity beds in Kerala State and 8 General beds in Punjab State was discontinued. Further, the reservation of 24 beds in T.B. Sanatorium, Pulayanarkottah, Kerala State, and 3 General and one Maternity beds in Government Hospital, Lalgudi, Madras State, was also discontinued on commissioning of the 24-bed ward at T.B. Sanatorium, Pulayanarkottah, in Kerala State and 10-bed Annexe at Government Hospital, Lalgudi, in Madras State. Thus there was a net addition of 785 beds made up of 651 General (including Maternity) and 134 T.B. beds.

The total number of beds provided under the E.S.I. Scheme as on 31-3-1965 was 5,225, the details of which are given in Appendix VII.

22.2. During the year under report, the average recurring cost per bed per day of the E.S.I. Hospitals was as under:—

	Rs. P.
E.S.I. Hospital, Hyderabad (Andhra Pradesh—150 beds)	9.20
E.S.I. Hospital, Sirpur-Kagaznagar (Andhra Pradesh—30 beds)	10.85
E.S.I. Hospital, Monghyr (Bihar—30 beds)	5.74
E.S.I. Hospital, Madras (200 beds)	9.58
Mahatma Gandhi Memorial Hospital, Bombay, (Maharashtra—642 beds)	15.55
E.S.I. Hospital, Worli, Bombay (Maharashtra—120—beds)	3.63
E.S.I. Hospital, Bangalore (Mysore—170 beds)	5.92
E.S.I. Hospital, Choudwar (Orissa—62 beds)	Not available
E.S.I. Hospital, Kanpur (Uttar Pradesh—111 beds)	12.70
E.S.I. Hospital, Kamarhatti, (West Bengal—100 beds)	Not available
E.S.I. Hospital, Sealdah (West Bengal—100 beds)	Not available

### 23. State Insurance Dispensaries and Clinics of Insurance Medical Practitioners (Panel Doctors)

Arrangements for out-patient medical attendance and treatment in the new areas where the Scheme was implemented during the year 1964-65 were made through service system except at Ahmedabad (Gujarat State) where both service and panel systems have been adopted side by side. 46 full-time S.I. Dispensaries, one mobile dispensary and two part-time dispensaries were set up as per details given below:—

Andhra Pradesh	1 Full-time dispensary.
Gujarat	37 Full time-dispensaries.
Kerala	2 Full-time dispensaries. 2 Part-time dispensaries.
Madras	1 Mobile dispensary.
Orissa	1 Full-time dispensary.
Uttar Pradesh	5 Full-time dispensaries.

In addition, consequent upon the extension of the medical benefit to the families of insured persons and the increase in the insurable population in the already implemented areas, 8 full-time dispensaries, one mobile-cum-ambulance dispensary were also established as detailed below. One employers' dispensary in Greater Bombay was also utilised under the Scheme.

Andhra Pradesh	3 Full-time dispensaries.
Kerala	3 Full-time dispensaries.
Maharashtra (Greater Bombay)	2 Full time dispensaries (one at Mahatma Gand Memorial Hospital; one at Worli General Hospital).
Bihar	1 Mobile-cum-ambulance dispensary.

Two part-time dispensaries one each in Kerala and Madras States were discontinued.

The total number of S.I. Dispensaries with a sanctioned strength of 1,288 Medical Officers (956 in position) in all the implemented centres in the country at the end of the year under review, was 527, viz. 423 full-time, 30 part-time, 41 mobile and 33 employers' utilisation dispensaries. In the panel system areas, out-door medical treatment was being provided at the clinics of 3,617 Insurance Medical Practitioners. Medicines included in the special and specialists' lists were dispensed through 431 approved Chemists shops and 19 Medical Stores/Sub stores set up under the Scheme.

Particulars in respect of all dispensaries including part-time, mobile and employers' utilisation dispensaries, number of Insurance Medical Officers/Insurance Medical Practitioners, number of approved Chemists and Medical Store Depots as on 31st March 1965 are shown in Appendix VIII.

#### **24. Specialists' Service**

The facilities for specialists' advice, consultation and treatment were provided to the insured persons and their families through 18 full-time specialists and 767 part-time specialists in the various branches of medicine. The following specialists were appointed by the State Governments during the year:—

##### **Andhra Pradesh.**

While one more part-time specialist in Paediatrics was appointed, one post of part-time specialist in T.B. remained vacant at the end of the year under report.

##### **Kerala**

Four part-time specialists, one each in Obstetrics and Gynaecology, E.N.T., Orthopaedic and Dentistry.

##### **Madhya Pradesh**

Two-part-time specialists in Dentistry. (The number of Part-time specialists in T.B. was 11 as against 13 reported last year).

##### **Madras**

25 part-time specialists viz. 4 each in Medicine, Surgery and T.B., 6 each in Obstetrics and Gynaecology and Paediatrics, and one in Psychiatry.

##### **Maharashtra**

(a) *Greater Bombay*: 19 part-time specialists viz. 4 each in Medicine and T.B., 3 each in E.N.T. and Eye, one each in Obstetrics and Gynaecology, Skin and Ayurvedic and two in Surgery. The number of part-time specialists in Radiology was reduced from 5 to 3.

(b) *Nagpur areas*: One part-time Dental specialist.

##### **Mysore**

7 Part-time specialists viz. 2 in Obstetrics and Gynaecology and one each in Pathology, Paediatrics, E.N.T., Eye and Mental diseases. The services of one part-time specialist in Skin were withdrawn.

##### **Punjab**

3 Part-time specialists one each in T.B., Dentistry and Obstetrics and Gynaecology.

##### **West Bengal (24-Parganas)**

60 part-time specialists viz. 12 in Medicine, 6 in Surgery, 11 in T.B., 13 in Radiology, 10 in Pathology, one in Obstetrics and Gynaecology, 2 in E.N.T., 4 in Eye and one in Skin.

The number of specialists available under the E.S.I. Scheme in various States at the end of the year under report is given in Appendix VII.

#### **25. Provision of artificial limbs to insured persons**

Forty-one cases were admitted during the year, to the Army Artificial Limb Centre, Poona, for fitting of artificial limbs. Thus by the end of the year under report, 258 insured persons had been or were being fitted or refitted with artificial limbs since this benefit was extended under the Scheme.

**26. Provision of artificial dentures**

During the year under review, artificial dentures free of cost were provided to four insured persons who lost teeth due to employment injury.

**PROVISION OF MEDICAL BENEFIT****27. Attendances at dispensaries and hospitals and home visits (Appendix IX)**

27.1. Statistics of (a) the attendances per 1,000 insured persons per annum and also per 1,000 family (insured person) units, (b) the number of home visits in respect of insured persons and families and (c) the number of cases referred to hospitals for admission and for specialist investigations in respect of insured persons are given in this Appendix. These figures are based on returns furnished primarily by the dispensaries and panel practitioners. For working out the rates of medical attendances, the number of insured persons/family (insured person) units attached to the reporting dispensaries/clinics, suitably adjusted, are deemed to be "exposed to risk" for medical benefits.

27.2. During the year under report, the All-India rate of *new* attendances per 1,000 insured persons rose from 3,474 in 1963-64 to 3,589; the number of *old* attendances per 1,000 insured persons has registered a fall from 9,117 in 1963-64 to 8,771. This year also the proportion of old attendances to new has registered a decrease from 2.62 in 1963-64 to 2.44 in 1964-65. This indicates that the period requiring medical treatment may be comparatively shorter although the incidence of sickness as measured by the rate of new attendances has increased.

27.3. Similarly the All-India rate of *new* attendances per 1,000 family units rose from 3,550 in 1963-64 to 3,589; the number of *old* attendances per 1,000 family units has registered a fall from 8,105 in 1963-64 to 7,365. Thus the proportion of old attendances to new, registered a decrease from 2.28 to 2.05 indicating a shrinkage in the duration of sickness.

27.4. Thus the pattern of attendances and the trend of the same in respect of families during the periods 1963-64 and 1964-65 appear to follow closely the corresponding pattern and trend in respect of insured persons.

27.5. The over-all State-wise incidence of the combined "new" and "subsequent" attendances in dispensaries during the year in respect of insured persons and family units are given below. These figures reflect broadly the incidence pattern of out-patient treatment in the respective States. These figures indicate that the load of work at dispensaries should have been comparatively lighter during this year.

<i>State</i>	<i>Total No. of visits to dispensaries per 1000 insured persons</i>		<i>Total No. of visits to dispensaries per 1000 family (insured person) units</i>	
1	2	3	4	5
	1963-64	1964-65	1963-64	1964-65
Andhra Pradesh . . . . .	25,130	22,175	24,648	22,034
Assam . . . . .	7,839	7,943	5,158	5,003
Bihar . . . . .	10,493*	10,551	14,678*	15,543
Delhi . . . . .	13,563	11,971	12,809	11,988

\*Revised

	1	2	3	4	5
Gujarat . . . . .	Nil	N.A.	Nil	N.A.	
Kerala . . . . .	14,731	13,736	9,149	12,962	
Madhya Pradesh . . . . .	18,647	18,868	30,805	31,931	
Madras . . . . .	12,432	12,296	16,477	14,900	
Maharashtra					
(i) Gr. Bombay . . . . .	10,525	10,972	4,530	5,286	
(ii) Nagpur Area . . . . .	17,595	17,943	18,765	20,351	
Mysore . . . . .	14,038	12,039	18,279	14,147	
Orissa . . . . .	10,770	9,765	5,977	6,565	
Punjab . . . . .	11,013	10,566	7,894	8,970	
Rajasthan . . . . .	11,558	12,045	14,132	15,153	
Uttar Pradesh . . . . .	9,642	9,622	8,930	8,331	
West Bengal . . . . .	12,642	12,462	N.A.	6,471	
ALL INDIA . . . . .	12,591*	12,360	11,655*	10,954	

\*Revised.

27.6. The number of *home visits* in respect of insured persons has gone up by about 7 per cent compared to the year 1963-64; in respect of families the increase registered is about 18 per cent.

#### 28. Sickness pattern (Appendix X)

28.1. Information on the sickness pattern for the country as a whole expressed as the 'number of new cases per 1,000 insured persons exposed' is indicated in this Appendix for each of the 51 cause-groups, separately for the insured workers and the members of their family. From a comparison with the last year's figures (also given in the Appendix for each of the cause-groups) it would appear that the pattern of the incidence of sickness is almost the same.

28.2. The incidence rates for all cause-groups taken together is slightly higher in 1964-65 than in 1963-64 both in respect of insured persons and their families although in respect of families the increase is more nominal. However, for every spell in respect of an insured person, there has been this year the same number of fresh spells in respect of the family of an insured person, as against 1.02 spells in the year 1963-64.

28.3. Cause group-wise incidence of sickness in respect of insured persons bears a close resemblance to the corresponding rates experienced by members of the families of insured persons in respect of almost all the diseases. However, wide deviations in the incidence in a very small number of cause groups only, bring out in high relief the peculiar ailments to which the particular group is comparatively more prone to.

### OTHER MATTERS RELATING TO MEDICAL BENEFIT

#### 29. Medical Service and Allocation Committees

The Medical Service and Allocation Committees which have been set up by the State Governments to perform certain statutory functions regarding selection of panel doctors, investigation of complaints etc. continued to function in the following areas where medical care is being provided through the panel system:—

##### Madras (Coimbatore)

The Allocation Committee held 5 meetings during the year under report and recommended the inclusion of 3 more Insurance Medical Practitioners in the list of panel doctors of the Coimbatore area. In addition to one case of lax certification already pending with the Medical Service Committee, one more case of failure

to render medical treatment or breach of other terms of service was referred to Medical Service Committee but both the cases remained outstanding at the end of the year under report.

### **Maharashtra**

(a) *Greater Bombay*: The Allocation Committees (both Allopathic and Ayurvedic) held, in all, 21 meetings and recommended the inclusion of 105 additional Medical Practitioners (both Allopathic and Ayurvedic) in the list of Insurance Medical Practitioners of Greater Bombay area. In addition to the 24 cases already pending with the Medical Service Committees, 19 complaints against the Insurance Medical Practitioners were referred to the Medical Service Committees (both Allopathic and Ayurvedic) during the year under report out of which 13 were referred by the E.S.I. Corporation. Out of 31 cases investigated by the Medical Service Committees viz. 25 for lax certification, one for failure to record clinical data and 5 for failure to render medical treatment or breach of other terms of service, it recommended forfeiture of capitation fee ranging from 5 per cent to full one quarter in 14 cases, warning in one case and no action in one case. The recommendations of the Medical Service Committees in the remaining 13 cases were awaited. Further, 27 cases were outstanding at the end of the year under report.

(b) *Sholapur*: The Allocation Committees (both Allopathic and Ayurvedic) held 10 meetings during the year under report and recommended the inclusion of 7 Medical Practitioners in the list of Insurance Medical Practitioners. As no case was referred to Medical Service Committee, it had no occasion to meet during the year under report.

### **Mysore (Mangalore)**

No meeting either of Medical Service Committee or Allocation Committee was held during the year under report.

### **Punjab**

The Allocation Committee held 4 meetings during the year and recommended the inclusion of 5 more Insurance Medical Practitioners in the medical list of Punjab. *Ad-hoc* Medical Service Committee investigated one case of lax certification and 6 cases of over-prescribing but findings and recommendations of the *Ad-hoc* Medical Service Committee were not available. One case of forgery in dispensing medicines remained outstanding at the end of the year under report.

### **West Bengal**

The Allocation Committee held 2 meetings during the year and recommended the inclusion of 50 more Insurance Medical Practitioners in the medical list. Out of 4 cases of lax certification referred to Allocation Committee, 2 remained outstanding at the end of the year under report. Further, out of 4 cases of failure to render medical treatment or breach of other terms of service, referred to Medical Service Committee, two cases were investigated and 2 cases remained outstanding at the end of the year under report.

## **30. Medical Referees**

### **30.1. Full-time Medical Referees.**

At the end of the year, there were 22 Full-time Medical Referees in the Service of the Corporation. They were posted for duty in the following places:—

Name of the State	Stationed at	No. of Medical Referees
Andhra Pradesh . . . . .	Hyderabad	Vacant
Assam . . . . .	—	Visited by one of the Medical Referees at Calcutta.

1	2	3
Bihar & Orissa . . . . .	Patna	1
Delhi & Rajasthan . . . . .	Delhi	1
Kerala . . . . .	Trichur	1
Madhya Pradesh . . . . .	Indore	Vacant
Madras . . . . .	Madras City	1
	Coimbatore	1
	Madurai	Vacant
Maharashtra . . . . .	Bombay	6
	Nagpur	1
	Poona	1
Mysore . . . . .	Bangalore	1
Punjab . . . . .	Delhi	1
Uttar Pradesh . . . . .	Kanpur	1
West Bengal . . . . .	Calcutta & Howrah and 24-Parganas	6
	Total	22

### 30.2. Part-Time Medical Referees

At the end of the year, 21 part-time Medical Referees were in position as shown below:—

Punjab . . . . .	3
Rajasthan . . . . .	6
Uttar Pradesh . . . . .	12
Total . . . . .	21

30.3. The Medical Referees disposed of a total of 88,599\* incapacity references. The number of cases actually examined was 48,268 (54.48 per cent), out of which 10,387 (11.72 per cent) were found fit to resume duty and 37,881 (42.76 per cent) were found to be still needing abstention from work. Of the remaining references, 15,254 (17.22 per cent) cases were declared off (made fit by the Insurance Medical Officers/Insurance Medical Practitioners to join duty), and 25,077 (28.30 per cent) cases did not report for examination before the Medical Referees.

### 31. Expenditure on the provision of the medical benefit—payments authorised to State Governments

During the year under report, a sum of Rs. 6,99,04,817 61 P. as detailed in Appendix XI, was authorised by the Corporation for payment to the State Governments against its share of the expenditure on the provision of the medical benefit under the E.S.I. Scheme. Out of this, a sum of Rs. 1,02,82,391.44 P. was authorised to be paid to the various State Governments in respect of the Corporation's liability for the financial years upto and including the year 1963-64 and the remaining amount of Rs. 5,96,22,426.17 P. was paid towards its estimated share of the expenditure incurred by the State Governments for the financial year 1964-65. The break-up of the above amount is as follows:—

\*This excludes references from Bihar, Gujarat and Orissa.



	Rs. P.
1. Final payment in settlement and adjustment of accounts for 1957-58 . . . . .	812.53
2. Final payment in settlement and adjustment of accounts for 1958-59 . . . . .	1,11,145.26
3. Final payment in settlement and adjustment of accounts for 1959-60 . . . . .	1,50,187.21
4. Final payment in settlement and adjustment of accounts for 1960-61 . . . . .	2,44,413.70
5. Final payment in settlement and adjustment of accounts for 1961-62 . . . . .	1,84,074.75
6. Final payment in settlement and adjustment of accounts for 1962-63 . . . . .	14,19,762.35
7. Final payment in settlement and adjustment of accounts for 1963-64 . . . . .	48,54,341.53
8. Provisional payment for 1963-64 . . . . .	33,17,654.11
9. Final payment in settlement and adjustment of accounts for 1964-65 . . . . .	2,35,426.17
10. "On Account" payments for 1964-65 . . . . .	5,93,87,000.00
Total . . . . .	6,99,04,817.61

The expenditure on the provision of the medical benefit State-wise per employee/per employee family unit per annum during the financial year 1964-65 is also given in Appendix XI.

### 32. Agreement between the State Governments and the E.S.I. Corporation under Section 58 of the E.S.I. Act, 1948.

(b) *West Bengal*.—The final draft is being scrutinised in the Corporation. Maharashtra under Section 58(3) has been referred again to the State Government for certain clarifications and the agreement will be finalised soon.

(b) *West Bengal*.—The final draft is being scrutinised in the Corporation.

(c) *U.P.*.—The draft agreement has been returned to the State Government for certain clarifications.

(d) *Gujarat*.—The draft agreement has been returned to the State Government of Gujarat for certain clarifications.

The Corporation at its meeting held on 21 November 1964 decided to waive the recovery from the State Governments under section 58(2) of the excess of sickness benefit over all-India average in respect of periods upto 31 March 1968

### 33. Yoga education for industrial workers

The pilot project of Yoga education for industrial workers of Delhi was continued during the year through the agency of the Yoga Department of Bharat Sewak Samaj. According to the report of the Yoga Department, nearly 1,300 workers were imparted training during the year in 9 centres established in Delhi.

The pilot project scheme for Yogasanas training for insured persons at Nagpur was started with effect from 16 August 1964. A centre has been opened in the premises of the Empress Mills, Nagpur, which is employing a majority of the insured persons at Nagpur.

The extension of Yoga Scheme for industrial workers in Lucknow could not make any headway during the year under report.

### 34. Family planning programme

The E.S.I. Corporation approved the following proposal in regard to family planning under the Scheme:—

(i) No financial incentive should be given to the medical officers and para-medical staff for doing family planning work; and

(ii) The Corporation may, if necessary, revise the yard-sticks for the medical and para-medical staff.

The Standing Committee at its meeting held on 20 November 1964 also recommended that each insured man or insured woman should be paid incidental expenses, at the sole cost of the Corporation, at the rate of Rs. 15/- for Vasectomy and Rs. 25/- for Salpingectomy respectively where such operations are performed in E.S.I. Hospitals or E.S.I. Diagnostic Centres or in full-fledged whole-time

E.S.I. Dispensaries. The above amounts are meant to cover incidental expenses and will not be effected by any cash incentive paid by the State Governments or by the public agencies. These arrangements have been approved upto December, 1969 subject to review before the expiry of this period.

### 35. Integrated Preventive and Curative Services

The E.S.I. Corporation at its meeting held on 21 November 1964 decided that a pilot project of Integrated Preventive and Curative Services may be introduced in two centres to begin with—Delhi and Kanpur at 3 or more doctored E.S.I. Dispensaries.

### 36. Rehabilitation Programme

The E.S.I. Corporation at its meeting held on 16 February 1965 decided to set up a Study Group to go into the question of Rehabilitation Programme for insured workers including ex-T.B. patients. The term of reference of the Study Group are as under:—

- (a) To see how existing Rehabilitation Programme and facilities can be utilised to meet the needs of E.S.I. Scheme; and
- (b) To scrutinise the present proposal and draw up a comprehensive Scheme for a Rehabilitation Programme to meet E.S.I. Scheme requirements

### 37. Tentative Schemes to be included in the Fourth Five Year Plan

The E.S.I. Corporation at its meeting held on 21 November 1964 approved the following tentative Schemes to be included in the Fourth Five Year Plan:—

#### A. Spill over from the Third Plan:

1. Coverage of spill-over of employees and their families in all areas with insurable population of 500 and more;
2. Provision of full medical care to families including hospitalisation on the same scale as for insured persons;
3. Construction of buildings for Administrative Offices and staff quarters for the Corporation.

#### B. New projects:

Extension of the scope of the E.S.I. Act, 1948:

4. (a) In consultation with the State Governments, to cover factories as defined under the Factories Act, 1948, (employing 10 or more persons and using power or 20 persons and more without power). The inclusion of the factories without the aid of power will be in such areas where the Scheme is implemented;

(b) To cover shops and commercial establishments in a few selected centres where the State Governments are in a position to make in advance adequate arrangements for full medical benefit and are willing to extend the Scheme to these classes.

(c) To make provision for new industrial establishments proposed to be set up because of rapid industrialisation.

5. (a) Construction of hospitals to provide 11 beds per 1000 family units (including those constructed during the Third Plan period) under the E.S.I. Scheme.

(b) Construction of 500 dispensaries including those in Third Plan period, providing 1,600 Insurance Medical Officers.

6. Implementation of the recommendations of the Study Group on Social Security, i.e., integration of Social Security Schemes viz., E.S.I. Corporation and Provident Fund.

7. Temporary insurable benefit for insured persons (death pension for persons who die as insured persons).

### IMPROVEMENTS IN SERVICE TO INSURED PERSONS

#### 38. Rationalisation of Forms and Returns

The proposals initiated with regard to simplification/rationalisation of various forms of ESIC Series/Regulation Forms are under consideration. Besides, some

Returns and Reports have been examined and proposals initiated for their simplification/amalgamation/elimination, where possible, without any loss of efficiency.

It is hoped that as a result it should be possible to achieve saving in labour and expenditure besides ensuring expeditious disposal of claims.

### 39. Codification of Instructions on coverage of factories/workers.

With a view to minimise chances of erroneous coverage and to ensure correct and expeditious disposal of such cases, codification of some important instructions on the subject of coverage has been taken in hand and is likely to be completed shortly. This should prove to be of interest and great use to our officers and other staff, particularly to our Inspectors engaged in the task of inspection of factories and the officers, including Regional Directors, in deciding cases or references on the point of coverage.

### 40. Compilition and printing of Hand Book of Instructions on inspections of factories under Section 45 of the E.S.I. Act—Inspector's Guide.

With a view to make the Insurance Inspectors conversant with their duties and functions in regard to surveys/inspections of factories, a detailed guide has been compiled and is in the final process of printing. The Hand Book covers various aspects of an Inspector's duties and seeks to give him necessary guidance in the matter of the performance of his duties.

## CASH BENEFITS

### 41. Number of cash benefits (Appendix XII).

41.1. Cash benefits are paid at the Local/Sub-Local/Pay offices set up by the Corporation in different areas. The number of such offices was 367 on 31 March 1965.

41.2. The total number of cash benefit payments made in each State during the years 1963-64 and 1964-65 is shown in column 3. In all, 29.15 lakhs payments were effected during the year 1964-65 which were about 2.09 lakhs more than that during the preceding year. On the average, about 2.43 lakhs payments were effected every month as against 2.25 lakhs payments during 1963-64. The number of claims per employee during 1964-65 remains unchanged at 1:34 as compared with the previous year.

### 42. Sickness benefit.

42.1. As a result of the implementation of the benefit provisions of the Scheme in new centres between 1 July 1963 and 30 June 1964 as also due to the increase in employment in the already implemented areas, about 1,57,250 more employees became eligible for sickness benefit during the year under report. The total number of employees entitled to claim sickness cash-benefit during 1964-65 is estimated at 21.81 lakhs as against 20.24 lakhs last year (*vide* column 4).

42.2. During the year, an amount of Rs. 430.84 lakhs was paid as sickness cash benefit as against Rs. 384.96 lakhs in 1963-64. The rise is due to an increase in the coverage of workers as also to an increase in the average amount of daily rate of benefits per employee.

42.3. The average number of fresh spells per employee fell from 0.98 in 1963-64 to 0.94 in 1964-65. The average number of benefit days per annum per employee has remained stationary at 7.8 showing that the process of stabilisation rate of sickness has, perhaps, set in. However, we may have to watch the incidence of a few more years before we could confirm whether this stabilisation is permanent. The amount of daily rate of benefit per employee has, however, registered an increase from Rs. 2.4 to Rs. 2.5 due, perhaps to an increase in the wage-rate of the employees. The increase in the incidence of sickness (cases) at dispensaries when viewed in the light of the decrease in the number of spells of sickness benefit claims lends support to the view that the short duration not involving sickness benefit payment has shown a downward trend in the year (*vide* cols. 5, 6 and 7).

In the preceding years, this year also indicated wide variations in the duration of sickness benefit claims among the States *inter-se*. The Corporation has, however, been keeping a continuous watch over the duration of sickness claims at various centres. The relevant statistics received

month at the Headquarters are analysed periodically and any abnormal variation in the trend is immediately taken up with the Regional Directors and the Administrative Medical Officers with a view to enable them to take suitable and prompt remedial measures whenever necessary and wherever possible.

#### 42. Extended sickness benefit

43.1. Insured persons suffering from (a) tuberculosis (b) leprosy, mental and malignant diseases (c) fractures of the lower extremity (d) diseases arising from the administration of drugs/injections (e) paraplegias and hemiplegias (f) chronic congestive heart failure (g) immature cataract with vision 6/60 or less in the affected eye, (h) anaemias like severe haemolytic, dyshaemopoietic and aplastic anaemia, (i) chronic filariasis with obstructive syndrome, (j) cirrhosis of liver with ascites, (k) non-specific ulcerative colitis and (l) lung abscess, are now eligible for extended sickness cash benefit at a rate equal to the full sickness benefit rate, for a period of 309 days in addition to the 56 days of full cash benefit.

43.2. For the year 1964-65 a sum of Rs. 33.28 lakhs was paid to insured persons on this account as against Rs. 16.35 lakhs in the previous year. The increase is mainly accounted for by the increasing number of claims due to the extensive addition made in 1963-64 to the list of qualifying long-term diseases as also to the increasing coverage. Further, the increase in the rate of benefit which has come into force with effect from 1-1-1964 is also another contributory cause. The incidence of extended sickness benefit claims expressed as the number of claims per 1000 employees exposed to risk and also the duration of terminated claims are shown for the years 1964-65 and 1963-64 in columns 8 and 9. These rates have shown a comparative increase during the year.

#### 44 Maternity benefit.

The number of women employees eligible for maternity benefit has increased from 1,31,450 in 1963-64 to 1,47,450 in 1964-65. The total amount of paid as maternity claims was Rs. 24.24 lakhs as against Rs. 20.68 lakhs in 1963-64. The average amount of cash benefit per maternity claim has further decreased from Rs. 263 in 1963-64 to Rs. 228 and this is possibly due to a shift in the incidence of confinement among the wage groups. The number of claims per 1000 insured women employees has increased from 59.8 in 1963-64 to 72.0 in 1964-65 due possibly to variations in the age and marital status composition of the female employees (vide cols. 10 and 11).

#### 45. Temporary disablement benefit (Appendix XIII).

During the year 1964-65, the number of employees covered for disablement and dependents' benefit was 26.55 lakhs (vide col. 3). The sum paid as temporary disablement benefit during 1964-65 was Rs. 51.63 lakhs as against Rs. 40.42 lakhs in 1963-64. The average number of fresh spells, the number of benefit day per annum per employee and the average daily benefit rate are .047, 803 or Rs. 2.41 respectively as against the corresponding figures of .052, .873 or Rs. 2.25 in 1963-64 (vide columns 4 to 6). The decrease in the number of benefit days per employee is about 7 per cent of the corresponding figure in 1963; the average duration per spell has, however, increased from 16.84 to 17.10. It could be premised from these rates that the incidence of temporary disablement claims has been comparatively less during the year under review. As in the last year this year also recorded variations in the incidence and duration of these claims in different States. The incidence was high in Orissa, Delhi and Madhya Pradesh, while the duration of claims was high in Madhya Pradesh, Delhi and West Bengal.

# no. & amount of cash benefit payments

NO. OF CASH BENEFIT PAYMENTS	YEAR	AMOUNT PAID (Rupees in lakhs)
8,81,628	1956-57	124.36
12,65,554	1957-58	197.16
13,84,328	1958-59	219.15
16,88,650	1959-60	268.36
19,12,434	1960-61	310.67
21,89,498	1961-62	379.07
24,13,262	1962-63	428.35
27,03,696	1963-64	
29,11,570	1964-65	

#### 46. Permanent disablement benefit.

46.1. The number of fresh cases admitted during the year 1964-65 was 4,461 as against 3,306 during the previous year. The incidence rate per 1000 insured employees was 1.68 as against 1.61 in 1963-64, thus registering an increase. The employees of Delhi, Orissa, Assam and West Bengal have experienced comparatively high incidence rates.

46.2. The number of claimants on the Fund increased from 13,566 at the beginning of the year to 13,931 at the end (*vide* column 10). The total amount disbursed as benefit including the commuted lump sum paid was Rs. 49.45 lakhs as against Rs. 48.07 lakhs in 1963-64.

46.3. The capitalised value of permanent disablement benefit claims in respect of fresh cases admitted during the year was Rs. 73.05 lakhs as against Rs. 55.21 lakhs in 1963-64. The Permanent Disablement Benefit Reserve Fund stood at Rs. 257 lakhs at the close of the year, the corresponding amount at the beginning of the financial year being Rs. 252.40 lakhs.

46.4. The number of claimants to permanent disablement benefit who had opted for receipt of commuted value in lieu of periodic payments has continued to increase from 2,650 in 1963-64 to 3,832 in 1964-65. This is due to the Corporation's decision in 1962-63 to allow commutation of permanent disablement claims of 50 paise and below per day instead of 12 paise and below.

#### 47. Permanent disablement Claims (Appendix XIV)

47.1. Analysis of the 4,461 cases of permanent disablement admitted during the year was made according to (a) the main groups of industry and (b) the nature of claims per 1000 employees exposed industry-wise. As in the last year, the highest number of accidents was recorded in "textile industry" followed by "metallic minerals" and "engineering" industries. The incidence was rather high in "metallic minerals" and "engineering" and low in "minerals", "chemicals and chemical products" and "food, beverage". From a comparison of the corresponding incidences for the year 1963-64, it appears that, the incidences in "leather and rubber" and "paper and allied products" have gone up significantly this year and the incidence in "metallic minerals" has gone down.

47.2. The average degree of permanent disablement experienced was 12.57 per cent as against 13.11 per cent in the last year. The largest number of accidents occurred this year also in the sixth wage-group, i.e., between the daily wages of Rs. 5 and Rs. 6.

47.3. The number of permanent disablement cases that arose among women employees was only 43. Expressed as a rate of incidence per woman employee, it was significantly low presumably because women are not generally employed in heavy occupations, duties, etc.

#### Benefit (Appendix XIII).

47.4. The number of fresh claims admitted for dependants' benefit during the year was 205, an increase from 190 in 1963-64 to 205 (*vide* columns 11 and 12). As compared to the previous year the incidence has gone down.

47.5. The total number of dependants admitted during the year was 515 and the group-wise distribution of all the dependants at the beginning and end of the year is as under:—

As on 31 March	
1964	1965
909	1,066
1,544	1,806
69	76
113	134
71	89
<b>TOTAL</b>	<b>3,171</b>

48.3. The amount paid as dependants' benefit has increased from Rs. 7.02 lakhs in 1963-64 to Rs. 8.29 lakhs in 1964-65. The capitalised value in respect of dependants' benefit claims admitted during the year was Rs. 22.77 lakhs as against Rs. 16.92 lakhs in 1963-64. The Dependants' Benefit Reserve Fund stood at Rs. 113.90 lakhs on 31 March 1965 as against Rs. 95.09 lakhs on 31 March 1964.

## CONTRIBUTION AND ENFORCEMENTS

### 49. Income from contributions.

The rates of all the contributions continued to be the same as in the previous year, viz., 2½ per cent of wages for the implemented areas, ¾ per cent of wages for the non-implemented areas as employers' special contribution and approximately 2½ per cent of the wages as employees' contribution. The total amount collected was Rs. 9,96,74,412/- as employers' special contribution and Rs. 8,87,93,177/- as employees' contribution as against Rs. 8,10,90,051.00 as employers' special contribution and Rs. 6,64,13,980.00 as employees' contribution received respectively during the last year.

### 50. Mode of collection of contributions.

The mode of collection of contributions—employers' special contribution and employees' contribution—remained unchanged. During the year under report, 22 new licences were issued for the use of franking machines for franking contribution cards. 4 licences were cancelled during the year; the total number of licences issued till the end of the year was 450 as against 432 licences at the end of the last year.

### 51. Inspection.

During the year under report, the progress of the inspection work continued to be under the close watch of the Headquarters Office. The Inspectors continued to provide guidance to employers and training to their staff in maintaining records and various formalities and procedures necessary under the E.S.I. Act and Regulations. At the end of the year, there were in all 115 Insurance Inspectors.

The total number of inspections carried out during the year 1964-65 was 14,594 as against 14,428 during the year 1963-64.

### 52. Employees' Insurance Courts.




A list of the E.I. Courts set up during the year under Section 74 of the E.S.I. Act, 1948, in the implemented areas is given below:—

#### Employees' Insurance Courts set up under the E.S.I. Scheme.

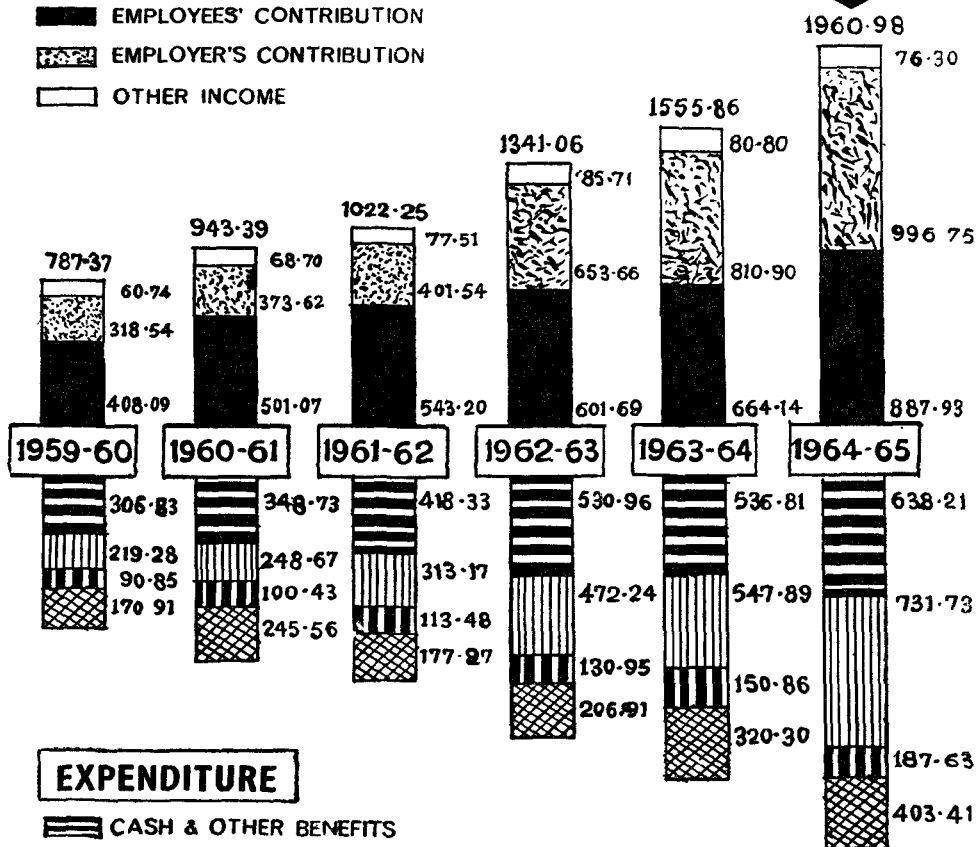
Name of the State	Areas for which E.I. Court set up	Presiding Officer of the Court on whom the powers to act as E.I. Court has been conferred
1	2	3
Andhra Pradesh	Chittoor.	Subordinate Judge, Chittoor.
Gujarat	Ahmedabad	Judge Labour Court, Ahmedabad.
Kerala	Kundara Kottarakara Chathannur Kalluvathukal	Presiding Officer, Labour Court, Quilon.
Mysore	Mangalore	
	Mysore	Presiding Officer, Labour Court, Bangalore.
	Belgaum	Presiding Officer, Labour Court, Hubli.
	Gulbarga	Presiding Officer, Labour Court, Hubli.
	Gokak	Presiding Officer, Labour Court, Hubli.
West Bengal	24-Parganas.	Employees' Insurance Court, Calcutta.

# INCOME EXPENDITURE AND SURPLUS 1959-65





## INCOME

-  EMPLOYEES' CONTRIBUTION
-  EMPLOYER'S CONTRIBUTION
-  OTHER INCOME

**TOTAL**



## EXPENDITURE

-  CASH & OTHER BENEFITS
-  MEDICAL BENEFIT
-  ADMINISTRATIVE EXPENDITURE
-  REVENUE SURPLUS

NS



**53. Legal action.**

The amount involved in respect of court cases instituted during the year, region-wise, under various provisions of the E.S.I. Act, is shown in Appendix XV, indicating also the amount recovered during the year under review.

**BUDGET AND FINANCE****54. Finance and accounting arrangements.**

54.1. The Revised Estimates for the year 1964-65 and the Budget Estimate for the year 1965-66 were adopted by the Corporation at its meeting held on 16 February 1965. These estimates were approved by the Central Government on the 5/8 March 1965. The estimates were laid on the table of Rajya Sabha and Lok Sabha on the 15 and 16 March 1965 respectively.

54.2 The audit of the accounts of the Corporation has been entrusted by the Central Government, in consultation with the Comptroller and Auditor General of India, to the Accountant General, Central Revenues. The latter conducts the audit through the respective State Accountants General acting as Sub-Audit Officers. The consolidated Audit Report is prepared by the Accountant General, Central Revenues. The consolidated Audit Report for the year 1963-64 on the accounts of the E.S.I. Corporation has been forwarded to the Central Government on 29 June 1965. The audited accounts for the year 1963-64 will be placed by the Central Government before the Lok Sabha and Rajya Sabha in due course.

**55. Banking arrangements.**

Forty-one new banking accounts were opened during the year for the Local/Sub-Local Offices of the Corporation with the various branches of the State Bank of India and its subsidiaries.

Consequent upon the opening of the branch of the State Bank of India at Kadi in Gujarat State during the year, the arrangements with the Bank of Baroda Ltd. at Kadi were terminated. Further, five accounts of the Local/Sub-Local Offices of the Corporation were closed due to the downgradation of these offices.

Arrangements for the sale of contribution stamps were made with an additional 27 branches of the State Bank of India and its subsidiaries.

**56. Investments.**

There was an increase of Rs 40 lakhs (approx.) in the total investments (including the investments relating to various funds) during the year under report.

The total investments as on 31 March 1965 stood at Rs. 21,81,82,753.42 P. as against Rs. 21,41,47,874.81 P. in the beginning of the year. Details of the investments are shown below:—

	As on 1-4-1964	As on 31-3-1965
Securities of Central and State Governments in India.	18,81,50,539.81	17,11,63,253.42
12 Year Postal Certificates.	61,73,135.00	74,41,320.00
Fixed Deposits with the State Bank of India, New Delhi.	1,93,24,200.00	3,95,78,180
<b>TOTAL</b>	<b>21,41,47,874.81</b>	<b>21,81,82,753.42</b>

**57 Income and Expenditure Account and Balance Sheet.**

The Income and Expenditure Account of the Corporation for 1964-65 is given in Appendix XVI.

The balance Sheet of the Corporation for the year 1963-64 as audited by the auditors of the Corporation, is given in Appendix XVII.

The Income and Expenditure Account and the Balance Sheet for the year 1964-65 are given in Appendices XVIII and XIX and will be audited by the external auditors.

### 58. Relative cost of administration.

The statement at Appendix XX shows the relative cost of administration since the year 1952-53. The statement below shows the comparative cost of administration per insured employee during the last four years from 1961-62 to 1964-65.

1961-62	. . . . .	Rs. 6.23 per insured employee.
1962-63	. . . . .	Rs. 6.83 per insured employee.
1963-64	. . . . .	Rs. 7.33 per insured employee.
1964-65	. . . . .	Rs. 7.07 per insured employee.

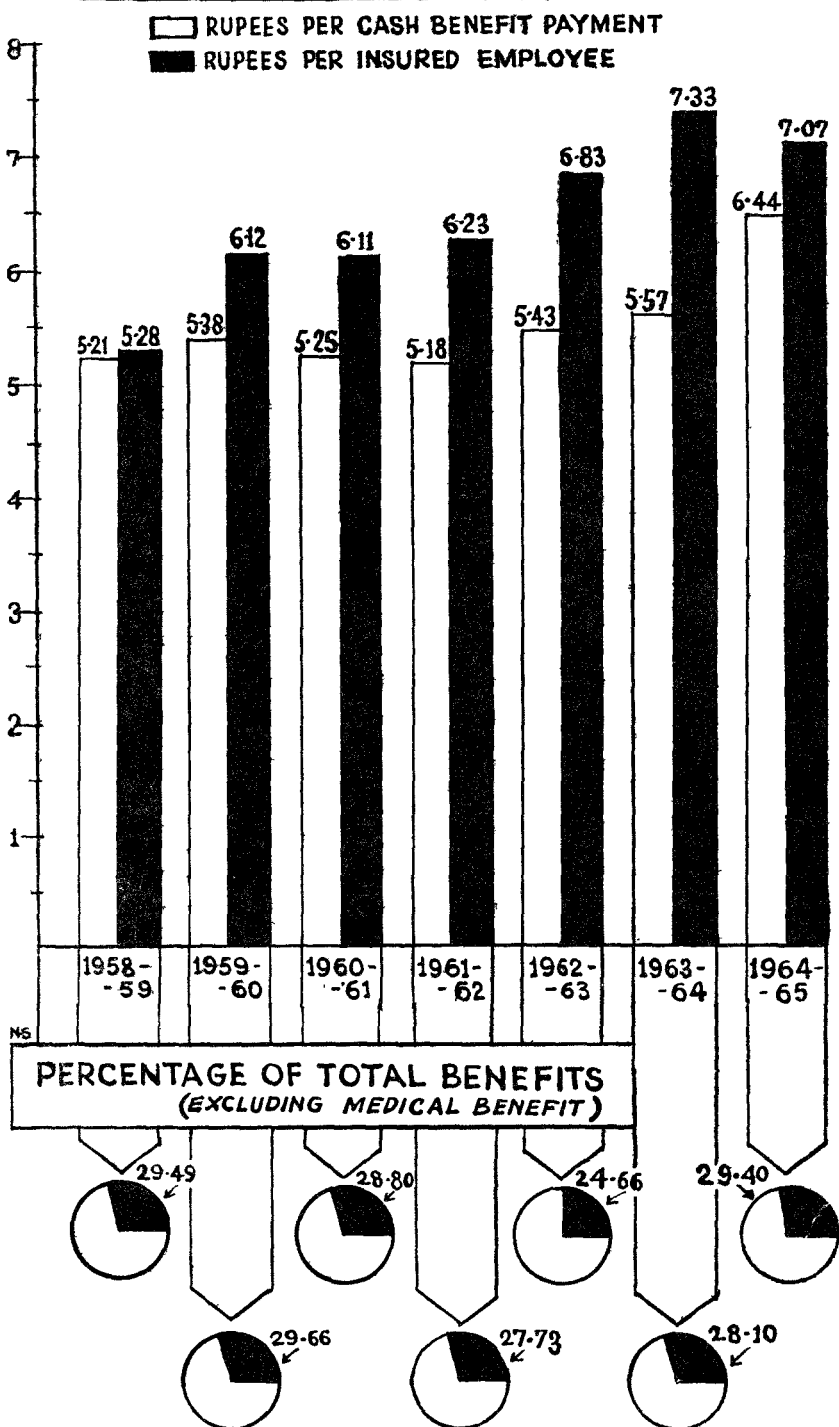
### Definitions of the terms 'Employees', 'Insured Persons' and 'Beneficiaries':—

(a) The number of *employees* as on a specified date is the estimated number of effective posts in the factories covered under the Scheme. This would broadly represent the average number of employees per day employed by the factories round about that date and normally, may not vary significantly from the number of employees actually employed on that date. It should, however, be noted that the actual number of persons who have occupied a particular sanctioned post during a period may be more, in as much as a leave reserve or badli worker may have officiated temporarily during absence on leave etc. of a regular worker.

(b) The number of *'insured persons'* on any date indicates the number of persons who, for purposes of this Report, may be deemed to be entitled to medical benefit on such date. Further, the number of *'insured persons'* on any day would normally be in excess of the number of *'employees'* as on that day because, under the eligibility conditions for medical benefit under the Act, the persons entitled to medical benefit on any day would comprise not only of the persons actually employed on that day but also of ex-employees, who, by virtue of the contribution conditions during the period earlier to that would also be entitled to such benefit on that date.

(c) The total number of *'beneficiaries'* on any date represents all the persons who may be deemed to be entitled to medical benefit under the Scheme on that date. It comprises the *'insured persons'* and, where medical benefit has been extended to families of insured persons, the members of their families also. The total number of members of the family of *'insured persons'* (not including the insured person) is arrived at by assuming an average of 2.88 members for each *'insured person'*.

## ADMINISTRATIVE EXPENDITURE



## APPENDIX I

## Important decisions taken by the Corporation during 1964-65.

## (i) 21 November 1964.

1. It finally approved amendments to Regulation 10 of the E.S.I. (General) regulations, 1950, regarding setting up of Regional Board in areas administered by the Union Government where there is no Council of Ministers, and also to Regulation 103-A *ibid* extending duration of title to medical benefit for an additional period of 12 months in respect of insured persons suffering from certain other diseases namely, paraplegias and hemiplegias, chronic congestive heart failure, immature cataract with vision 6/60 or less in the affected eye anaemias like severe haemolytic, dyshaemopoietic and aplastic anaemia, chronic filariasis with obstructive syndrome, cirrhosis of liver with ascites, non-specific ulcerative colitis and lung abscess. The Corporation finally approved also an amendment to Regulation 98 extending the period of protection from dismissal to 12 months for insured employees suffering from fracture of lower extremity. It also approved finally the insertion of Regulation 96-A for acceptance of claims for reimbursement of expenses incurred in respect of medical treatment of insured person and his family (where such medical benefit is extended to his family). It also approved finally the revised claim forms No. 12, 13, 14, 22 and 24.

2. It resolved that in partial modification of the resolution adopted in the meeting of the Corporation held on 17 December 1955, the loan of Rupees one crore granted to the erstwhile State Government of Bombay for construction and equipment of E.S.I. Hospitals may also be utilized for construction of E.S.I. Hospitals, Annexes, Dispensaries and staff quarters under the E.S.I. Scheme at various centres in the State of Maharashtra.

3. It approved the inclusion of certain new tentative Schemes (now projects) in the Fourth Five Year Plan period and some of the most important schemes are as under:—

(i) In consultation with the State Governments to cover factories as defined under Factories Act, 1948 (employing 10 or more persons using power or 20 persons or more without power). The inclusion of factories without the aid of power will be in such areas where the Scheme is implemented;

(ii) To cover shops and commercial establishments employing 20 or more persons in a few selected centres where the State Governments are in a position to make, in advance, adequate arrangements for full medical benefit and are willing to extend the Scheme to these classes.

4. It decided that no financial incentive should be given to the medical officers and para-medical staff for doing family planning work, and, if necessary, the yardsticks in general of the medical and para-medical staff may be revised.

The Corporation also approved that each insured man or insured woman should be paid incidental expenses, at the sole cost of the Corporation, at the rate of Rs. 15/- for Vasectomy and Rs. 25/- for ligation of the Fallopian Tubes respectively, where such operations are performed in the E.S.I. Hospitals or E.S.I. Diagnostic Centres or full-fledged whole-time E.S.I. Dispensaries. The above amounts are meant to cover incidental expenses and will not be affected by any cash incentive paid by the State Governments or by other public agencies. This arrangement was approved upto December, 1969, subject to review before the expiry of this period.

5. It approved that the recovery of the whole of the share of medical benefit be borne by the State Government where incidence of sickness in the State is higher than the all-India average in respect of periods upto 31 March 1968) may be waived.

6. It decided that the question of revision of capitation fee may be studied by the Director General of Health Services who will co-opt representatives of the State Government concerned (Maharashtra and West Bengal etc.). The Medical Commissioner of the E.S.I. Corporation will assist the Director General of Health Services.

7. It decided that a pilot project of Integrated Preventive and Curative Services may be introduced in two centres to begin with—Delhi and Kanpur at 3 or more doctored E.S.I. Dispensaries.

8 It resolved that in supersession of previous decisions in regard to the creation of permanent posts in the Corporation 80 per cent of temporary posts in various categories in the Headquarters Office as well as in the Regions, which have been in existence continuously for a period of three years, may hereafter be converted into permanent posts with effect from 1st January of every year. In working out the permanent posts, the fraction of half or more than half may be taken as one and the fraction of less than half may be ignored.

9. It elected the following members to be the members of the Standing Committee for the next term:—

1 Shri R. K. Parikh	Employers' representative
2 Shri Madanmohan Mangaldas	Employers' representative
3. Shri M. T. Shukla	Employees' representative
4. Shrimati Parvathi Krishnan	Employees representative.
5 Dr. M. A. Panwala	Representative of Medical Profession
6 Shri Arjun Arora	Member of Parliament

(ii) 16 February 1965.

1 It approved the setting up of a Study Group (consisting of the members as shown in Appendix III) to go into the question of Rehabilitation Programme for insured persons including TB patients. The Corporation also nominated Shri M. L. Tannan to represent the employers on Study Group.

2 It adopted Revised Estimates of the ESI Corporation for the year 1964-65 and Budget Estimates for the year 1965-66.

3 It noted the Performance-cum-Business type Budget for the year 1965-66.

## APPENDIX II

**Important decisions taken by the Standing Committee during the year 1964-65**

(i) 20 November 1964

1 It accorded its approval to the recognition of Artificial Limb Department of Tirath Ram Shah Hospital Delhi for the purpose of supplying artificial limbs to the amputees of the ESI Scheme in Delhi area for local cases only in the first instance on *ad hoc* basis. It also approved that the question of making regular agreement for extending this facility to insured persons at other places, may further be examined after one year.

2 It granted recognition to the ESI Corporation Employees' Unions of Uttar Pradesh Region Gujarat Region Rajasthan Region and Assam Region.

3 It co-opted Dr. G. S. Melkote as a regular member of the Pay Fixation Sub Committee of the Standing Committee.

(ii) 15 February 1965.

1 It accorded its approval to the grant of special pay of Rs. 20 per month to the staff nurses attached to operation theatres of MGM Hospital, Bombay.

2 With regard to the proposal of granting ex officio membership to the members of the Regional Boards residing in the area on the Local Committees it decided that it was not necessary.

3 It granted recognition to the ESI Corporation Employees' Union Mysore Region, subject to the condition that the Union will amend its rules so as to include the 'Model Strike Clause' in its rules.

4. It nominated Dr. M. A. Panwala, in place of late Dr. C. S. Thakar, on the General Purposes Sub-Committee and Shri R. C. N. Scott, in place of Shri C. I. Turcan, on the Budget and Accounts Sub-Committee.

### APPENDIX III

#### Recommendations of the Medical Benefit Council

##### (i) 29 May 1964.

*Health Education:* It recommended that pilot projects of Health Education at Delhi and Kanpur may first be studied before the question of health education scheme in panel areas is examined, in consultation with the Director of Health Education. In the meantime, it was also decided to consult the Director of Health Education in the Health Directorate of the Government of India on the subject.

*Family Planning Programme:* The Council recommended that:—

- (i) No inducement should be given to the insured persons or to their families for undergoing sterilization operation;
- (ii) no financial assistance should be given to the medical officers and para-medical staff for doing the family planning work; and
- (iii) the Corporation may, if necessary, revise the yardstick of the medical and para-medical staff.

##### 12 February 1965.

- (i) Incidental expenses i.e. Rs. 15 for Vasectomy and Rs. 25 for Salpingectomy may be paid to the spouse of an insured person.
- (ii) The Council decided to set up a 'Study Group' consisting of the following members:—

1. Dr. D. Bhatia . . . . .	Chairman
2. Dr. (Kumari) A. B. Marikar . . . . .	Member
3. Dr. Sant. . . . .	Member
4. Dr. Doraiswamy . . . . .	Member
5. Dr. Natarajan . . . . .	Member
6. Dr. Sinha . . . . .	Member
7. Dr. K. S. Bose. . . . .	Member
8. Dr. Desai M.D. . . . .	Member
9. Dr. S. L. Kashikar . . . . .	Member
10. Sh. A. B. Bardhan . . . . .	Member
11. Employers' Representative . . . . .	Member
12. Dr. J. K. Thanawala. . . . .	Member

The terms of reference would be:

- (a) How best the E.S.I. Scheme could utilise the existing rehabilitation facilities in the country; and
- (b) scrutinisation of the present proposal to draw up a comprehensive programme to suit the needs of the E.S.I. Scheme and how best this could be fitted into the Rehabilitation Programme of the Central Government. It was also decided that the Study Group should submit the report within the next four months.

- (iii) *Specialists' Services:* The Council recommended the provision of part-time specialists in cardiac surgery, Neuro-surgery, neurology, psychiatry, ophthalmic cases needing corneal grafting, plastic surgery

## APPENDI

## PART

## E.S.I.C. Staff authorised

Designation of post	Hqrs	Andhra Pradesh	Assam	Bihar	Delhi	Gujarat	Kerala
		RO LO	RO LO	RO LO	RO LO	RO LO	RO LO
1. Director General	I	—	—	—	—	—	—
2. Insurance Commissioner	I	—	—	—	—	—	—
3. Medical Commissioner	I	—	—	—	—	—	—
4. Chief Accounts Officer	I	—	—	—	—	—	—
5. Actuary	I	—	—	—	—	—	—
6. Joint Insurance Commissioner	I	—	—	—	—	—	—
7. Dy. Chief Accounts Officer	I	—	—	—	—	—	—
Regional Director	—	—	—	—	—	I	I
Dy. Insurance Commissioner	I	—	—	—	—	—	—
Administrative Officer	2	—	—	—	—	—	—
Deputy Medical Commissioner	2	—	—	—	—	—	—
Asstt. Insurance Commissioner	—	—	—	—	—	—	—
Dy. Regional Director/Regional Director Grade II/Assistant Actuary	5	I	—	—	I	—	I
13. Officer on Special Duty	I	—	—	—	—	—	—
14. Asstt. Medical Commissioner(M)	I	—	—	—	—	—	—
15. Asstt. Medical Commissioner(P)	I	—	—	—	—	—	—
Asstt. Medical Commissioner(HEP)	I	—	—	—	—	—	—
17. Medical Referees	—	I	—	—	I	—	2
18. Assistant Accounts Officer	3	—	—	—	—	—	I
19. Deputy Administrative Officer	4	—	—	—	—	—	—
20. Asstt. Regional Director/Manager Grade I/Regional Director Grade III	—	I	—	I	—	I	2
21. Soc. Psychologist	I	—	—	—	—	—	—
22. Dy. Asstt. Accounts Officer	2	I	—	—	I	—	—
23. Section Officers	15	—	—	—	—	—	—
24. Private Secretary to Director General	I	—	—	—	—	—	—
25. Insurance Inspectors/Audit Inspector/Manager Grade II.	—	5	II	—	3	4	4
26. Health Educators	2	—	—	—	—	—	—
27. Personal Assistants	6	—	—	—	—	—	—
8. Assistants/Head Clerks	42	5	—	I	—	4	I
9. Artist	I	—	—	—	—	—	—
10. Care Taker	I	—	—	—	—	—	—
1. Librarian	I	—	—	—	—	—	—
2. Projectionist-cum-Mechanic	—	—	—	—	—	—	—
3. Upper Division Clerk Incharge	—	—	13	—	2	—	12
4. Upper Division Clerk/Upper Division Clerk Cashier	55	14	9	I	—	12	2
Stenographer	17	2	—	I	—	2	—
Cashier (Lower Division Clerk)	—	I	15	I	3	I	6
Lower Division Clerk/Adrema Operator	72	38	36	3	I	33	II
Operator	2	—	—	—	—	—	—
Operator/Driver	I	—	—	—	—	—	—
Sorter	I	—	—	—	—	—	—
Sorter/Attendants	17	8	13	I	4	8	12
	49	8	17	3	I	10	7
	2	I	—	—	—	I	—
	7	I	—	I	—	I	—
	8	2	—	—	—	I	—

needing hospitalisation and special investigation as proposed by the State Government of Maharashtra and also part-time specialists in malignant diseases and cardiology and this scale would apply in the country wherever such specialists were available and necessary.

- (iv) *Integrated Preventive and Curative Health Services*: The Council recommended that the pilot project scheme of Integrated Preventive and Curative Health Services agreed to be started by the Corporation in Delhi and Kanpur might be started simultaneously in Hyderabad.





## APPENDIX IV

## PART II

Staff authorised and in position as on 31-3-65 in respect of Administrative Medical Officer's Office and State Insurance Dispensaries in Delhi.

Sl. No.	Designation of posts	A.M.O's Office		E.S.I. Dispensaries		Total	
		Authorised	In position	Authorised	In position	Authorised	In position
1	2	3	4	5	6	7	8
1.	Admn. Medical Officer . . .	1	1	—	—	1	1
2.	Asstt. Regional Director . . .	1	1	—	—	1	1
3.	Asstt. Accounts Officer (M) . . .	1	1	—	—	1	1
4.	Ins. Medical Officer Gd. I . . .	—	—	82	81	82	81
5.	Ins. Medical Officer Gd. II . . .	—	—	3	2	3	2
6.	Head Clerk . . . . .	7	7	—	—	7	7
7.	Lady Health Visitor . . . . .	—	—	24	23	24	23
8.	Social Guide . . . . .	—	—	3	2	3	2
9.	Nurse (Gd. 'A' & 'B') . . . . .	—	—	32	32	32	32
10.	Radiographer . . . . .	—	—	1	—	1	—
11.	Upper Division Clerk . . . . .	22	22	—	—	22	22
12.	Stenographer . . . . .	1	1	—	—	1	1
13.	Compounder/Pharmacist . . . . .	3	2	91	81	91+3	81+2
14.	Cashier . . . . .	1	1	—	—	1	1
15.	Midwives/Dais . . . . .	—	—	43	43	43	43
16.	Lower Division Clerk . . . . .	29	29	68+5@	63+5@	97+5@	92+5@
17.	Lab. Technician . . . . .	—	—	24	17	24	17
18.	Ambulance Driver . . . . .	—	—	4	3	4	3
19.	Gestetner operator . . . . .	1	1	—	—	1	1
20.	Dresser . . . . .	—	—	53	46	53	46
21.	Record Sorter/Daftry . . . . .	4	3	—	—	4	3
22.	Ambulance Attendant . . . . .	—	—	2	2	2	2
23.	Peon (including Ayas and other Class IV Staff) . . . . .	8	8	164+5@	160+5@	172+5@	168+5@
Grand Total		79	77	604	565	683	642

@Including 5 posts each of Lower Division Clerks and Peons, respectively, for diagnostic centres.

## APPENDIX V

Number of Factories and Employees covered under the E.S.I. Act during 1964-65—  
STATE-WISE

(1)	Implemented Area		Non-Implemented Area		All Areas	
	No. of Factories	No. of Employees as on 31-3-65	No. of Factories	No. of Employees as on 31-3-65	No. of Factories	No. of Employees as on 31-3-65
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Andhra Pradesh	435	77,450	45	5,600	480	83,050
Assam	138	10,250	19	12,200	157	22,450
Bihar	207	55,400	187	1,05,450	394	1,60,850
Delhi	713	82,000	—	—	713	82,000
Gujarat	468	2,05,000	949	1,65,250	1,417	3,70,250
Kerala	754	1,23,550	37	19,200	791	1,42,750
Madhya Pradesh	293	92,650	54	42,700	347	1,35,350
Madras	1,296	2,68,900	267	37,950	1,563	3,06,850
Maharashtra	3,132	7,18,500	575	1,05,250	3,707	8,23,750
Mysore	467	1,33,950	106	35,050	573	1,69,000
Orissa	74	24,500	33	22,150	107	46,650
Punjab	1,213	1,31,350	69	13,150	1,282	1,44,500
Rajasthan	162	41,550	40	7,650	202	49,200
Uttar Pradesh	1,067	2,35,350	17	10,400	1,084	2,45,750
West Bengal	2,680	6,80,000	180	2,00,750	2,860	8,80,750
ALL-INDIA (1965)	13,099	28,80,400	2,578	7,82,750	15,677	36,63,150
ALL-INDIA (1964)	11,599	24,50,250	2,797	9,08,700	14,396	33,58,950

## APPENDIX VI

Number of Centres, Employees, Insured Persons and Family  
(Insured Persons) Units covered as on 31-3-65—STATE-WISE

State	No. of centres	No. of Employees	No. of Insured Persons	No. of Family (Insured Persons) Units
(1)	(2)	(3)	(4)	(5)
Andhra Pradesh	23	77,450	91,000	91,000
Assam	5	10,250	10,700	10,700
Bihar	15	55,400	56,000	56,000
Delhi	1	82,000	98,000	98,000
Gujarat	1	2,05,000	2,14,000	2,14,000
Kerala	31	1,23,550	1,31,000	76,550
Madhya Pradesh	15	92,650	1,01,000	1,01,000
Madras	29	2,68,900	2,86,000	68,250
Maharashtra	5	7,18,500	8,29,500	8,29,500
Mysore	8	1,33,950	1,49,000	1,49,000
Orissa	7	24,500	27,300	27,300
Punjab	24	1,31,350	1,45,000	1,32,000
Rajasthan	12	41,550	45,750	45,750
Uttar Pradesh	31	2,35,350	2,68,000	2,55,400
West Bengal	19	6,80,000	8,00,000	8,00,000
ALL-INDIA (1965)	226	28,80,400	32,52,250	29,52,400
ALL-INDIA (1964)	203	24,50,250	27,18,000	21,40,200

(For definitions of terms "Employees" and "Insured Persons"—Refer page 40)

# APPENDIX VII

Number of beds, Specialists and ambulances as on 31-3-1965

Sl. No.	State	Number of beds provided										Specialists			Remarks
		E.S.I. Hospitals			Annexes			Other Hospitals			Total	Part-Time	Full Time	Ambulances	
		Gene-ral	Mater-nity	T.B.	Gene-ral	Mater-nity	T.B.	Gene-ral	Ma-ternity	T.B.					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Andhra Pradesh	180	—	—	25	7	24	54	12	44	346	53	—	9	% Out of 30 beds 5 beds viz. 4 for families of insured persons and one for non-insured persons are being utilised on payment of reservation charges by the Employer.
2	Assam	—	—	—	—	—	—	5	4	12	21	—	—	—	
3	Bihar	30%	—	—	—	—	—	62	—	18	110	2*	—	—	
4	Delhi	—	—	—	50	—	30	30	—	30	140	20	—	1	
5	Gujarat	—	—	—	—	—	—	250@	—	—	250	Not available	—	—	
6	Kerala	—	—	—	—	—	24	123	70	70	287	91	..	1	*Medical Officers in E.S.I.
7	Madhya Pradesh	—	—	—	—	—	—	116	11	86	213	86	—	3	Hospital, Monghyr.
8	Madras	164	12	24	67	14	77	112	44	174	688	80	—	15	@ Including Maternity & T.B. beds.
9	Maharashtra (Greater-Bombay)	642	—	120	—	—	—	137	—	500	1399	87	12	3	††14 Hospitals and Maternity Homes recognised for confinement of insured women@
	Nagpur areas	—	—	—	—	—	25	51	10	10	96	11	—	1	
	Sholapur	—	—	—	—	—	—	30	—	20	50	10	—	1	
10	Mysore	142	10	18	—	—	32	40	14	33	289	29	—	2	Rs. 52.50 P. per confinement if the stay is less than 7 days
11	Orissa	50	—	12	—	—	—	—	—	—	62	6	—	1	and Rs. 60/- if the stay is for more than 7 days.
12	Punjab	—	—	—	—	—	—	90	—	50	140	32	—	2	
13	Rajasthan	—	—	—	—	—	15	6	1	—	22	10	—	1	
14	Uttar Pradesh	111	—	—	—	—	—	—	—	—	111	—	6	3	
15	West Bengal	200	—	—	—	—	—	456	15	330	1001	250	—	5	
		1519	22	174	142	21	227	1562	181	1377	5225	767	18	48	

## Number of State Insurance Dispensaries, Panel doctors etc. as on 31-3-65

State	Dispensaries					Total number of Insurance Medical Officers		Total number of insurance Medical Practitioners	Total No. of doctors in Employers' dispensaries	Approved Chemists and Medical Store Depots	Remarks
	Full-time	Part-time	Mobile	Employers	Total	Sanc-tioned	Present				
2	3	4	5	6	7	8	9	10	11	12	13
Uttar Pradesh . . . . .	39	2	—	1	42	83	78	—	1	—	—
Bihar . . . . .	7	—	2	—	9	9	9	—	—	—	—
Orissa . . . . .	22	2	14	—	38	73	70	—	—	—	£ Mobile dispensaries-cum-Ambulance vans including one Epidemic control van station at Dalmia nagar.
Assam . . . . .	16	5	—	—	21	85	83	1	—	—	—
West Bengal . . . . .	37	—	—	—	37	174	N.A.†	201	—	83 Approved Chemists	—
Madhya Pradesh . . . . .	46	11	5	2	64	101	96	—	4	3 Medical Stores	—
Goa . . . . .	43	—	—	2	45	133	118	2	5	14 Approved Chemists	—
Karnataka . . . . .	57	4	8	14	83	142	142	60	30	6 Medical Stores	—
Andhra Pradesh . . . . .	2	—	—	2	4	4	2	1579	2	141 Approved Chemists	—
Goa . . . . .	14	—	—	—	14	60	47	—	—	5 Medical Stores	—
Chennai . . . . .	2	—	—	—	2	5	4	56	—	1 Medical Store	—
Delhi . . . . .	28%	5	—	9	42	73	69	26	30	8 Approved Chemists	—
Goa . . . . .	28%	5	—	9	42	73	69	26	30	3 Medical Stores	% Excluding three Annexes.
Goa . . . . .	9	—	2*	—	11	23	11	—	—	—	* Ambulance van cum-Mobile Dispensaries.

1	2	3	4	5	6	7	8	9	10	11	12	13
12] Punjab]	.	15]	—]	—		1]	16	51	32	105	3	36 Approved Chemists, 1 Medical Store,
13 Rajasthan	.]	14]	1	2	1	18	49	37]	—		3	6 Approved Chemists,
14 Uttar Pradesh]		72	—]	8	—]	80	223	158	—		—]	
15 West Bengal	.]	—	—	—	1	1	—]	—	158]		2	143 Approved Chemists,
TOTAL		423	30	41	33	527]	1288	956	3617		80	431 Approved Chemists 19 Medical Stores

# APPENDIX IX

## Incidence of Dispensary Attendances, References to Hospitals and No. of Home Visits during 1963-64 and 1964-65—STATE-WISE (In respect of Insured Persons and their family Members)

State	Period	Insured Persons				Family (I.P.) Units			
		No. of Attendances per 1000 Insured persons per annum		No of Cases referred to Hospital for		No. of Home Visits	No. of Attendances per 1000 family (I.P.) Units per annum		No. of Home Visits
		New Cases	Old Cases	Admission	Specialist investigation		New Cases	Old Cases	
1	2	3	4	5	6	7	8	9	10
Andhra Pradesh	1963-64	4,546	20,584	1,236	22,742	7,777	6,157	18,491	11,632
	1964-65	4,028	18,147	1,422	29,008	6,200	5,770	16,264	16,151
Assam	1963-64	2,651	5,188	59	934	1,426	2,167	2,991	312
	1964-65	3,161	4,782	136	1,314	3,146	2,136	2,867	360
Bihar	1963-64*	3,360	7,133	1,814	6,938	9,371	4,922	9,756	9,007
	1964-65	3,426	7,125	1,821	8,216	10,740	5,312	10,231	10,102
Delhi	1963-64	1,579	11,984	1,182	18,739	18,749	4,233	8,576	37,276
	1964-65	1,361	10,610	1,085	16,507	10,544	3,822	8,076	25,957
Gujarat	(SS & PS) 1964-65	Not Available							
Kerala	1963-64	2,413	12,318	4,148	15,514	13,112	2,293	6,856	508
	1964-65	2,478	11,258	5,071	17,448	23,332	2,544	10,418	2,317
Madhya Pradesh	1963-64	2,591	16,056	3,037	38,422	10,882	7,325	23,480	4,300
	1964-65	2,716	16,152	2,904	41,040	14,046	7,517	24,414	10,795
Madras	1963-64@	2,772	9,660	13,857	1,09,452	3,578	4,001	12,476	5,535
	1964-65	2,341	9,128	9,897	86,361	412	3,724	10,536	1,356

1	2	3	4	5	6	7	8	9	10	
Madras . . . . .	(PS)	1963-64 1964-65				Included in SS				
Maharashtra			4,775	10,309	5,283	22,024	1,941	8,171	14,136	860
(i) Bombay (Gr.) . . . . .	(PS)	1963-64 1964-65	4,026£ 4,336	7,007£ 6,636	4,783£ 681	1,03,314£ 1,02,557	33,198£ 19,489	2,050 2,326	2,480 2,960	7,827 10,528
(ii) Nagpur Area . . . . .	(SS)	1963-64 1964-65				Included in Bombay (Gr.) (PS)				
Mysore . . . . .	(SS)		2,873	15,070	2,454	10,523	14,085	4,052 4,267	14,713 16,084	1,802 1,926
Orissa . . . . .	(SS)	1963-64 1964-65	4,797 4,248	9,241 7,791	6,682 6,072	77,767 41,349	17,375 14,514	7,063 5,602	11,216 8,539	6,539 6,725
Punjab . . . . .	(SS)	1963-64 1964-65	2,561 2,332	8,209 7,383	226 206	1,714 1,235	4,417 5,954	1,811 2,662	4,166 3,903	— 222
Punjab . . . . .	(PS)	1963-64@ 1964-65	3,715 2,762	7,298 7,280	2,817 1,100	23,452 12,299	24,732 6,114	2,996 2,118	4,898 5,134	6,359 6,434
Rajasthan . . . . .	(SS)	1963-64 1964-65	4,651 2,372 2,605	6,525 9,186 9,440	3,971 1,302 1,450	12,929 7,178 9,094	22,630 3,077 3,504	4,791 3,617 4,166	6,181 10,515 10,937	6,252 724 1,036
Uttar Pradesh . . . . .	(SS)	1963-64 1964-65	2,199 2,231	7,443 7,391	3,084 3,384	34,986 30,906	3,405 3,090	2,187 2,102	6,743 6,229	11,325 8,039
West Bengal . . . . .	(PS)	1963-64 1964-65	5,301 5,699	7,341 6,763	3,422 5,816	46,681 59,707	51,918 58,501	— 3,870	Not Available 2,601	— 12,205
ALL-INDIA . . . . .		1963-64* 1964-65	3,474 3,589	9,117 8,771	47,649 52,753	5,07,833 5,02,517	2,03,017 2,18,242	3,550 3,589	8,105 7,365	1,03,146 1,21,265

\*Figures brought upto date.

@Includes (PS).

£Includes Nagpur Area (SS).

SS=Service System ; PS=Panel System.



## APPENDIX X

**Incidence of Morbidity i.e. number of new cases per 1000 IPS and 1000 Family (IP) Units—1963-64 and 1964-65—ALL-INDIA**

Cause group No.	Disease	Insured	Persons	Families	
		1963-64	1964-65	1963-64	1964-65
1	2	3	4	5	6
1	T. B. of respiratory system . . . . .	12·6	13·6	11·6	11·9
2	T. B. other forms . . . . .	4·9	5·3	5·7	5·7
3	Syphilis and its sequelae . . . . .	5·6	5·3	1·6	1·9
4	Gonococcal infection . . . . .	9·1	9·6	2·6	4·7
5	Dysentery all forms . . . . .	217·9	229·5	175·6	215·2
6	Cholera, Enteric fever, other infective diseases arising in intestinal tract	8·3	10·2	7·5	11·8
7	Scarlet fever, Diphtheria, Whooping Cough, Measles, Mumps, Chicken-pox . . . . .	12·0	15·0	28·0	29·4
8	Typhus and other rickettsial diseases . . . . .	1·0	2·1	1·5	4·0
9	Malaria . . . . .	40·2	31·2	33·8	27·0
10	Filariasis, Ankylostomiasis and other Helminths . . . . .	33·0	36·6	63·6	70·6
11	All other diseases classified as infective and parasitic . . . . .	57·9	58·7	89·4	83·1
12	Malignant neoplasms all sites . . . . .	0·6	0·5	0·3	0·7
13	Benign neoplasms all sites . . . . .	1·5	0·8	0·7	2·2
14	Allergic disorders] . . . . .	75·7	77·6	68·3	68·3
15	Diseases of Thyroid gland . . . . .	1·1	1·9	1·7	2·7
16	Diabetes mellitus . . . . .	3·6	5·5	4·7	6·6
17	Avitaminosis and other deficiency states	123·8	145·6	98·4	129·5
18	Anaemias . . . . .	80·4	87·5	104·2	114·9
19	Psychoneuroses and Psychoses . . . . .	2·6	3·0	3·2	3·3
20	Vascular Lesiones C.N.S. . . . .	0·6	0·9	0·3	0·6
21	Diseases of eye . . . . .	97·1	98·0	113·1	103·7
22	Diseases of ear and Mastoid process . . . . .	46·4	46·1	84·1	73·5
23	Rheumatic fever . . . . .	9·8	10·5	7·6	7·6
24	Chronic Rheumatic heart diseases . . . . .	0·9	1·0	0·7	0·6

1	2	3	4	5	6
25	Arteriosclerotic and degenerative heart diseases . . . . .	0.5	0.6	0.7	0.5
26	Hypertensive diseases . . . . .	4.6	5.1	4.4	5.4
27	Diseases of Veins . . . . .	7.4	8.0	4.2	7.2
28	Acute nasopharyngitis (Common Cold)	312.1	317.8	343.4	315.7
29	Acute Pharyngitis and tonsillitis . . . . .	100.7	108.5	135.6	132.5
30	Influenza . . . . .	262.6	254.1	188.8	209.4
31	Pneumonia . . . . .	7.2	9.6	16.0	22.7
32	Bronchitis . . . . .	300.2	298.1	312.7	320.3
33	Silicosis and occupational pulmonary fibrosis	0.6	3.0	0.9	4.3
34	Other respiratory . . . . .	35.4	35.9	33.6	37.6
35	Diseases of stomach and duodenum . . . . .	153.4	168.1	121.9	125.5
36	Appendicitis . . . . .	1.7	3.5	0.8	3.2
37	Hernia of abdominal cavity . . . . .	1.8	2.5	1.0	4.0
38	Diarrhoea and enteritis . . . . .	177.3	187.5	250.7	242.2
39	Diseases of gallbladder and bile ducts	2.1	4.4	1.2	4.5
40	Other diseases of digestive system . . . . .	201.1	201.8	179.6	172.4
41	Nephritis and nephrosis . . . . .	1.5	3.4	1.5	4.7
42	Diseases of genital organs . . . . .	23.9	30.3	53.1	49.5
43	Deliveries, complications of pregnancy, child birth and puerperium . . . . .	56.0*	70.4*	22.5	22.8
44	Boil, abscess, cellulitis and other skin infections . . . . .	189.9	186.6	271.2	263.0
45	Other diseases of skin . . . . .	84.3	92.2	113.2	105.4
46	Arthritis and rheumatism . . . . .	218.4	228.1	133.8	139.9
47	Diseases of bones and other organs of movement . . . . .	14.3	17.4	6.1	5.7
48	Congenital Malformations and diseases peculiar to early infancy . . . . .	0.8	0.7	0.7	0.8
49	Other specific and ill-defined diseases . . . . .	281.7	290.7	257.1	239.9
50	Accidents, poisoning and violence . . . . .	229.4	222.4	179.6	166.2
51	Other Miscellaneous Groups . . . . .	11.7	6.8	7.6	3.9
TOTAL NO. OF NEW CASES . . . . .		3474.4@	3588.5	3549.9	3588.9

\*Per 1,000 insured women employees.

@Brought upto date.

## APPENDIX XI

## Payments effected to State Government and cost of Medical care per family-insured person—STATE-WISE

Sl. No.	State	Year	Total amount paid	Approximate cost per employee or family unit per annum	Whether medical care extended to insured persons only or insured persons with families	Nature of payment
1	2	3	4	5	6	7
			Rs. P.	Rs. P.		
1.	Andhra Pradesh	1963-64 1964-65	2,50,000.00 22,50,000.00	35.09	For insured persons with families.	'Provisional' "On Account"
2.	Assam	1961-62 1964-65	1,861.00 2,00,000.00	N.A.	Do. Do.	'Final' "On Account"
3.	Bihar	1963-64 1964-65	3,00,000.00 13,50,000.00	40.53	Do.	'Provisional' "On Account"
4.	Delhi	1963-64 1964-65	2,22,654.11 —	44.31%	Do.	'Provisional', % For 1964-65
5.	Gujarat.	1963-64 1964-65	2,95,000.00 7,80,000.00	N.A.	Do.	'Provisional' "On Account"
6.	Kerala	1958-59 1959-60 1960-61 1961-62 1962-63 1964-65	364.64 15,343.82 88,151.95 70,658.33 2,41,475.13 14,75,000.00	26.62	Both for insured persons alone and insured persons with families.	Final Final Final Final Final "On Account"
7.	Madhya Pradesh	1963-64 1964-65	5,00,000.00 23,35,000.00	N.A.	For insured persons with families.	'Provisional' "On Account"
8.	Madras	1962-63 1963-64 1964-65 1964-65	2,64,146.72 2,74,702.37 2,35,426.17 42,50,000.00	37.56	For insured persons at Madras, Coimbatore, Madurai, Mettur, Ambasamudram and Tuticorin and for families with insured persons at other implemented centres	Final Final Final "On Account"

1	2	3	4	5	6	7
			Rs.	P.	Rs. P.	
9. Maharashtra						
(a) Greater Bombay	1962-63 1963-64 1964-65	7,69,337.40 15,00,000.00 2,13,00,000.00		43.98	For insured persons with families.	Final Provisional "On Account"
(b) Sholapur	1963-64 1964-65	50,000.00 8,70,000.00	—		Do.	Provisional "On Account"
(c) Nagpur areas	1961-62 1962-63 1964-65	1,11,555.42 5,285.91 13,00,000.00		51.14	Do.	Final Final "On Account"
10. Mysore	1957-58 1958-59 1959-60 1960-61 1963-64 1964-65	812.53 1,10,780.62 1,34,843.39 1,56,261.75 5,65,622.79 22,75,000.00		30.84	Do.	Final Final Final Final Final "On Account"
11. Orissa	1962-63 1963-64 1964-65	46,580.85 2,00,000.00 4,52,000.00		29.67	Do.	Final Provisional "On Account"
12. Punjab	1962-63 1964-65	92,936.34 18,50,000.00		26.06	Do.	Final "On Account"
13. Rajasthan	1964-65	9,00,000.00		29.00	Do.	"On Account"
14. Uttar Pradesh	1963-64 1964-65	5,88,550.96 26,00,000.00			Do.	Final "On Account"
15. West Bengal	1963-64 1964-65	34,25,465.41 1,52,00,000.00		30.69	Do.	Final "On Account"
Grand Total		6,99,04,817.61				

## APPENDIX XII

## Incidence of Sickness and Maternity Benefit Claims in 1963-64 and 1964-65—STATE-WISE

State	Period	Total No. of Cash Benefit payments	No. of employees deemed exposed to risk for Sickness (and Ext. Sickness Benefit)	Sickness Benefit			Extended Sickness Benefit		Maternity Benefit	
				Rate of fresh spells per employee per annum	Average no. of S.B. days per employee per annum	Average daily rate	Rate of fresh cases per 1000 employees per annum	Average duration per terminated case	Rate of confinement per annum per 1000 insured women employee exposed	Average amount paid per confinement
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
										Rs.
Uttar Pradesh	1963-64	1,38,199	72,350	1.23	9.6	2.0	4.2	120.7	55.1	235
	1964-65	1,50,693	74,900	1.12	10.1	2.1	2.8	137.6	62.5	252
Assam	1963-64	5,183	5,350	0.66	4.7	2.1	—	200.0	10.0	98
	1964-65	6,079	8,500	0.52	3.8	2.2	0.6	216.7	10.0	385
Bihar	1963-64	32,502	43,550	0.46	4.8	2.2	2.3	196.9	80.3	242
	1964-65	38,894	50,200	0.44	5.0	2.3	3.3	175.5	75.3	264
Delhi	1963-64	88,297	72,000	0.74	6.9	2.7	4.2	203.5	24.7	177
	1964-65	88,230	73,650	0.79	7.5	2.6	13.1	203.2	23.7	279
Gujarat	1964-65	Not available								
Kerala	1963-64	1,87,522	77,450	1.51	12.7	1.7	2.7	100.3	83.2	176
	1964-65	2,20,332	90,600	1.53	11.9	1.8	5.7	103.4	120.7	125

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Madhya Pradesh . . . . .	1963-64 1964-65	1,31,428 1,38,689	86,650 87,450	0.90 0.97	9.9 9.8	2.4 2.4	6.1 5.2	90.2 105.3	106.6 99.7	264 275
Madras . . . . .	1963-64 1964-65	3,93,309 4,08,611	2,32,100 2,45,250	1.34 1.22	9.9 9.7	2.4 2.5	3.7 4.5	109.1 111.5	91.1 71.0	302 330
Maharashtra . . . . .	1963-64 1964-65	9,03,006 9,49,725	6,61,150 6,79,650	0.97 0.98	7.7 8.2	2.9 3.1	6.3 6.6	92.5 96.5	37.5 37.1	405 439
Mysore . . . . .	1963-64 1964-65	1,23,970 1,50,604	1,03,300 1,10,400	0.95 0.96	6.0 6.9	2.3 2.3	2.2 2.7	89.3 114.7	51.6 96.0	197 174
Orissa . . . . .	1963-64 1964-65	22,032 26,015	22,250 22,700	1.84 2.25	5.6 6.1	2.0 2.3	1.3 1.1	168.2 174.5	47.1 45.5	198 220
Punjab . . . . .	1963-64 1964-65	51,020 54,459	89,250 95,050	0.38 0.36	2.8 2.8	2.1 2.2	3.5 5.8	113.0 162.1	15.8 16.9	175 152
Rajasthan . . . . .	1963-64 1964-65	26,537 27,557	34,950 36,000	0.46 0.40	3.9 3.9	2.0 2.1	2.1 5.7	152.0 170.5	84.2 73.7	219 199
Uttar Pradesh . . . . .	1963-64 1964-65	1,95,688 1,94,042	1,93,500 2,02,150	0.72 0.66	7.0 6.3	2.1 2.3	3.1 2.3	179.1 174.1	20.0 16.6	158 215
West Bengal . . . . .	1963-64 1964-65	4,07,653 4,61,472	3,29,650 4,04,250	0.99 0.85	8.1 7.1	2.1 2.2	2.1 2.0	152.2 173.1	65.5 38.8	186 290
TOTAL . . . . .	1963-64 1964-65	27,06,346 29,15,402	20,23,500 21,80,750	0.98 0.94	7.8 7.8	2.4 2.5	4.1 4.7	110.2 118.3	59.8 72.0	263 228

## APPENDIX XIII

## ice of Disablement and Dependants Benefit Claims admitted in 1963-64 and 1964-65—STATE-WISE

Period	No. of employees deemed exposed to risk	Temporary Disablement Benefit			Permanent Disablement Benefit				Dependants Benefits	
		Rate of fresh spells per employee per annum	No. of T.D.B. days per employee per annum	Average daily rate of T. D. B.	No. of fresh cases admitted	Rate of fresh cases per 1000 employees per annum	No. of cases committed for lump-sum	No. of Beneficiaries at the end of the year	No. of death cases admitted	No. of Beneficiaries at the end of the year
(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
				Rs.						
1963-64	73,850	0.06	2.08	2.00	92	1.25	76	202	10	85
1964-65	78,250	0.04	1.02	1.96	141	1.80	166	215	12	105
1963-64	7,150	0.03	0.56	1.74	9	1.26	—	19	—	2
1964-65	9,500	0.03	0.69	1.83	29	3.05	17	33	—	2
1963-64	48,700	0.02	0.55	1.96	40	0.82	9	116	8	68
1964-65	52,650	0.03	0.61	2.12	46	0.87	18	143	6	87
1963-64	72,000	0.06	1.18	2.37	204	2.93	413	1,172	6	137
1964-65	78,500	0.08	1.18	2.45	286	3.66	271	1,179	11	163
1964-65	1,03,300	0.30	0.40	3.07	—	—	—	—	—	—
1963-64	81,400	0.05	0.69	2.02	96	1.18	70	183	6	83
1964-65	1,16,500	0.04	0.59	2.15	95	0.82	63	219	4	93
1963-64	86,650	0.06	1.17	2.27	140	1.62	97	623	12	138
1964-65	90,000	0.07	1.19	2.32	142	1.58	166	557	11	174
1963-64	2,41,150	0.05	0.68	2.46	143	0.59	170	584	13	132
1964-65	2,56,200	0.05	0.69	2.64	310	1.21	359	575	14	158

S—relates to Second Accident.

Assam  
Andhra Pradesh

Hyderabad

Vacant

Visited by one of the  
Medical Referees at  
Calcutta.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
					Rs.						
Maharashtra . . .	1963-64	6,68,850	0·04	0·69	2·70	974 7S	1·47	337	6,103	81	1,034
	1964-65	7,05,850	0·04	0·67	2·93	1,172 8S	1·67	852	6,219	54	1,174
Mysore . . . . .	1963-64	1,04,600	0·06	0·77	1·87	103	0·98	—	283	5	36
	1964-65	1,28,200	0·04	0·55	2·29	196	1·53	192	340	8	66
Orissa . . . . .	1963-64	22,300	0·17	0·90	1·93	68	3·05	—	122	2	13
	1964-65	24,150	0·16	0·84	2·22	78	3·23	41	197	2	19
Punjab . . . . .	1963-64	90,250	0·05	0·76	1·92	174 1S	1·94	—	679	6	142
	1964-65	1,10,550	0·04	0·63	2·03	187	1·69	210	666	13	170
Rajasthan . . . .	1963-64	34,950	0·04	0·69	1·73	52	1·49	..	152	2	51
	1964-65	39,300	0·03	0·63	1·78	34	0·87	56	168	6	76
Uttar Pradesh . .	1963-64	1,97,200	0·04	0·74	1·99	233	1·18	276	1,197	15	341
	1964-65	2,16,550	0·04	0·73	2·13	282	1·30	401	1,034	23	396
West Bengal . . .	1963-64	3,29,650	0·07	1·23	2·03	963	2·92	1,202	2,131	24	444
	1964-65	6,45,150	0·06	1·13	2·20	1,454	2·25	1,020	2,386	41	488
TOTAL . . . . .	1963-64	20,58,700	0·05	0·87	2·25	3,291 15S	1·61	2,650	13,566	190	2,706
	1964-65	26,54,650	0·05	0·81	2·41	4,452 9S	1·68	3,832	13,931	205	3,171

S—relates to Second Accident.

\*Figures for 1963-64 Brought up-to-date



## APPENDIX XIV

**Incidence of Permanent Disablement Benefit Claims admitted in 1963-64 and 1964-65—  
INDUSTRY-WISE**

Industry	Period	Estimated No. of employees exposed to risk	No. of accident cases admitted	Rate of PDB per 1000 Employees per annum
1	2	3	4	5
Food Beverage & Tobacco . . . . .	1963-64	89,584	105	1.17
	1964-65	1,21,632	127	1.04
Textiles . . . . .	1963-64	9,16,858	1,353	1.48
	1964-65	11,36,292	1,826	1.61
Leather & Rubber . . . . .	1963-64	40,592	43	1.06
	1964-65	69,324	103	1.49
Chemicals and Chemical Products . . . . .	1963-64	1,00,641	86	0.85
	1964-65	1,23,086	118	0.96
Non-metallic Minerals . . . . .	1963-64	1,15,762	104	0.90
	1964-65	1,53,831	131	0.85
Metallic Minerals . . . . .	1963-64	2,05,260	585	2.85
	1964-65	3,08,678	723	2.34
Engineering . . . . .	1963-64	2,41,238	488	2.02
	1964-65	3,16,051	692	2.19
Transport . . . . .	1963-64	1,30,104	198	1.52
	1964-65	1,68,438	276	1.64
Paper and Printing . . . . .	1963-64	90,399	124	1.37
	1964-65	1,01,445	167	1.65
Miscellaneous . . . . .	1963-64	1,28,262	220	1.72
	1964-65	1,55,873	298	1.91
TOTAL . . . . .	1963-64	20,58,700	3,306	1.61
	1964-65	26,54,650	4,461	1.68

## APPENDIX XV

## Particulars of Legal action taken during 1964-65 under the E.S.I. Act

State	Amount involved in cases under				Amount recovered by action under				No. of Prosecution filed under Section 85
	Section 66	Section 67	Section 73-D	Section 75	Section 66	Section 67	Section 73-D	Section 75	
Andhra Pradesh . . . .	..	..	1,23,936	2,00,402	..	..	85,922	2,485	6
Assam . . . . .	3,179.00	..	35,272	22,266	..	..	11,663	1,930	7
Bihar . . . . .	280.00	..	76,378	15,945	280.00	..	16,985	12,183	12
Delhi . . . . .	80,609.39	11,272.50	38,517	80,457	13,523.44	..	12,194	49,037	10
Gujarat . . . . .	..	..	76,157	..	..	..	50,638	..	4
Kerala . . . . .	3,281.00	..	2,71,387	2,35,023	..	..	37,982	13,424	18
Madhya Pradesh . . . .	45,336.15	..	66,129	8,264	23,518.00	..	7,972	2,126	8
Madras . . . . .	14,124.94	6,348.25	2,60,803	2,29,420	..	..	67,695	28,916	63
Maharashtra . . . . .	2,72,900.06	..	5,83,103	3,08,340	52,829.72	..	2,22,174	1,95,521	198
Mysore . . . . .	..	10,025.42	3,57,009	51,116	..	..	1,46,513	8,853	11
Orissa . . . . .	..	..	13,580	10,737	..	..	6,204	3,487	12
Punjab . . . . .	..	..	2,60,723	3,07,801	..	..	1,82,373	61,685	87

Rajasthan	.	.	.	..	3,61,734	3,51,119	..	..	26,863	4,951	8
Nagpur Area	.	.	.	..	50,112	6,134	71.19	..	25,203	..	7
Uttar Pradesh	.	.	.	..	4,99,537	71,398	4,530.77	..	3,22,341	12,960	7
West Bengal.	.	.	.		1,210.24	1,685.00	3,25,639	1,54,365	4,553.12	..	98
TOTAL	.	.	.		4,29,887.76	29,331.17	34,00,016	20,52,787	99,306.24	..	626

## APPENDIX

INCOME Income and Expenditure Account for the

<i>Previous Year</i>	<i>Head of Account</i>	<i>Amount</i>	<i>Total</i>
Rs.		Rs.	Rs.
	By Contributions :—		
6,53,66,265	Employers' Share only . . . . .	8,10,90,051	
6,01,68,840	Employees' Share only . . . . .	6,64,13,980	
12,55,35,105	Total Contributions		14,75,04,031
	Other Heads of Revenues		
50,000	Grants-in-aid, Donations and Gifts . . . . .	—	
83,53,712	Interests and Dividends . . . . .	75,76,003	
89,129	Compensations . . . . .	1,12,231	
21,500	Rents, Rates and Taxes . . . . .	2,03,553	
3,493	Fees, Fines and Forfeitures . . . . .	4,981	
1,41,954	Miscellaneous . . . . .	1,85,594	
86,59,788			80,82,362

## XVI

year ended 31 March, 1964

## EXPENDITURE

Previous Year	Head of Account	Amount	Total
Rs.		Rs.	Rs.
1. Benefits to insured persons and their families			
<i>A—Medical Benefits</i>			
4,49,32,013	(i) Payments to State Governments etc. as Corporation's share of their expenses on providing medical treatment and maternity facilities etc.	5,17,34,402	
22,91,969	(ii) Medical treatment and care and Maternity facilities—expenses incurred direct by the Corporation—(Total Expenditure)	30,54,970	
4,72,23,982	<i>Total A—Medical Benefits</i>		5,47,89,372
<i>B—Cash Benefits</i>			
3,42,06,602	(1) Sickness Benefits	3,84,95,524	
13,14,594	(2) Extended Sickness Benefits	16,35,017	
20,06,670	(3) Maternity Benefits	20,68,301	
34,49,234	(4) Temporary Disablement Benefits	40,42,349	
82,97,842	(5) Permanent Disablement Benefits (Capitalised Value)	55,20,700	
36,35,802	(6) Dependants Benefits (Capitalised Value)	16,92,300	
5,29,10,744	<i>Total Cash Benefits</i>		5,34,54,191
<i>C—Other Benefits</i>			
52,057	(1) Provision of Artificial limbs	7,754	
1,09,699	(2) Medical Boards	95,614	
52	(3) Fees paid for post-mortem—examination of insured persons	—	
32,644	(4) Payments to insured persons on account of conveyance charges and/or loss of wages	33,137	
112	(5) Cost of artificial teeth provided to insured persons	100	
—	(6) Grant-in-aid	10,000	
79,728	(7) Miscellaneous	80,239	
2,74,292	<i>Total C—Other Benefits</i>		2,26,844
10,04,09,018	<i>Total—Benefits to insured persons and their families</i>		10,84,70,407
2. Administration Expenses			
<i>A—Superintendence</i>			
20,900	(1) Corporation, Standing Committee, Regional Boards, etc.	20,546	
1,72,175	(2) Principal Officers	1,70,692	
10,44,912	(3) Other Officers	12,16,389	
31,45,336	(4) Ministerial Establishment	34,69,807	
6,41,786	(5) Class IV Servants	7,01,045	
13,06,896	(6) Contingencies	20,59,385	
63,32,005	<i>Total A—Superintendence</i>		
63,32,005			75,37,864

<i>Previous Year</i>	<i>Head of Account</i>	<i>Amount</i>	<i>Total</i>
Rs.		Rs.	Rs.

13,41,94,893

Grand Total . . .

15,55,86,393

NEW DELHI

Dated the 31st May, 1965

<i>Previous Year</i>	<i>Head of Account</i>	<i>Amount</i>	<i>Total</i>
Rs.		Rs.	Rs.
<i>B—Field Work</i>			
1,48,347	(1) Officers . . . . .	2,03,804	
37,33,342	(2) Ministerial Establishment . . . . .	41,88,813	
6,21,374	(3) Class IV Servants . . . . .	7,14,713	
6,65,088	(4) Contingencies . . . . .	8,48,616	
51,68,151	<i>Total B—Field Work</i> . . . . .		59,55,946
<i>C—Other Charges</i>			
84,447	(1) Legal Charges . . . . .	90,634	
30,410	(2) Insurance Courts . . . . .	18,629	
2,312	(3) Publicity and Advertisement . . . . .	2,581	
12,683	(4) Charges for maintaining Banking Account . . . . .	15,018	
40,141	(5) Audit Fees . . . . .	48,838	
71,619	(6) Depreciation of office buildings/Dispensaries/ Equipment/Staff Cars etc. . . . .	1,59,175	
43,800	(7) Repairs, Maintenance of office buildings owned by the Corporation . . . . .	34,600	
6,60,000	(8) Pension Reserve fund for the employees' of the Corporation . . . . .	5,13,000	
4,67,611	(9) Corporation's Contribution to E.S.I. Corpora- tion Provident Fund . . . . .	4,79,998	
2,01,946	(10) Interest paid to the Employees' State Insurance Corporation Provident Fund . . . . .	2,55,055	
<i>Less Interest realised on</i>			
(—)27,148½	Investment . . . . .	(—)36,552	
6,937	(11) Miscellaneous . . . . .	10,678	
—	(12) Losses . . . . .	260	
15,94,758	<i>Total C—Other Charges</i> . . . . .		15,91,914
1,30,94,914	<i>Total 2—Administration Expenses</i> . . . . .		1,50,85,724
11,35,03,932	<i>Total Expenditure on Revenue Account</i> . . . . .		12,35,56,131
2,06,90,961	To excess of income over expenditure carried over to Balance Sheet . . . . .		3,20,30,262
13,41,94,893	<i>Grand Total</i> . . . . .		15,55,86,393

(Sd.) T.P. KHOSLA,  
Chief Accounts Officer,  
Employees' State Insurance Corporation

## APPENDIX

## Balance Sheet as on

Previous Year	Liabilities	Amount	Total
Rs.		Rs.	Rs.
<i>Balance of Excess of Income Over Expenditure</i>			
22,19,56,094	As per last Balance Sheet	24,26,47,055	
2,06,90,961	Accumulations during the year	3,20,30,262	
24,26,47,055			27,46,77,317
<i>Permanent (Partial and Total) Disablement Benefit Reserve Fund.</i>			
1,60,19,742	As per last Balance Sheet	2,34,88,600	
82,97,842	Provision made during the year	55,20,700	
6,13,746	Interest received from investments	10,37,789	
2,49,31,360		3,00,47,089	
14,42,760	LESS Payments made during year	48,07,271	
2,34,88,600			2,52,39,818
<i>Dependants' Benefit Reserve Fund</i>			
48,52,257	As per last Balance Sheet	81,04,154	
36,35,802	Provision made during the year	16,92,300	
1,41,295	Interest received from investments	4,14,081	
86,29,354		1,02,10,535	
5,25,200	LESS Payments made during year	7,01,996	
81,04,154			95,08,539
<i>Employees' State Insurance Corporation Provident Fund</i>			
47,42,805	As per last balance sheet	59,90,092	
	ADD Amount credited during year :—		
8,51,584	Employees' Contribution	10,91,083	
4,70,000	Corporation Contribution	4,80,000	
2,03,563	Interest on Employees' and Corporation Shares	2,55,055	
62,67,952		78,16,230	
2,77,860	LESS Payments made during the year	4,14,238	
59,90,092			74,01,992
<i>Depreciation Reserve Fund of buildings for the offices of the Corporation</i>			
1,19,029	As per last balance sheet	1,38,399	
17,305	Provision made during the year	15,216	
2,065	Interest received from investments	2,769	
1,38,399			1,56,384



## XVII

31 March 1967

Previous Year	Assets	Amount	Total
Rs.		Rs.	Rs.
<i>Land and Buildings (wholly owned by the Corporation)</i>			
<i>(a) Buildings for offices of the Corporation.</i>			
13,23,059	As per last balance sheet	13,71,254	
48,195	Additions during the year	41,642	
13,71,254		14,12,896	
<i>(b) Hospital and Dispensaries</i>			
14,61,476	As per last balance sheet	64,13,044	
49,51,568	Additions during the year	39,70,327	
64,13,044		1,03,83,371	1,17,96,267
<i>Lands and Buildings (jointly owned by the Corporation and State Governments—Corporation's share).</i>			
<i>(a) Hospitals and Dispensaries</i>			
66,020	As per last balance sheet	2,97,483	
2,31,463	Additions during the year	—	
2,97,483		2,97,483	
<i>(b) Equipments for Hospitals etc.</i>			
49,680	As per last balance sheet	49,680	
—	Additions during the year	—	
49,680		49,680	3,47,163
<i>Suspense (Advance for construction of Hospitals, their equipments, offices etc.)</i>			
2,67,03,382	As per last balance sheet	4,26,14,944	
1,59,11,562	ADD Payments made during year	3,32,49,374	
4,26,14,944			7,58,64,318
<i>Staff Cars</i>			
40,704	As per last balance sheet	67,295	
26,591	ADD Payments made during year	16,794	
67,295			84,089

Previous Year	Liabilities	Amount	Total
	<i>Depreciation Reserve Fund of equipments in Hospitals and Examinations Centres.</i>	Rs.	Rs.
13,042	As per last balance sheet . . . . .	18,010	
—	Provision made during the year . . . . .	4,968	
	Interest received from investments . . . . .	—	22,978
18,010			
	<i>Depreciation Reserve Fund of Hospital Buildings</i>		
3,212	As per last balance sheet . . . . .	44,712	
41,500	Provision made during the year . . . . .	1,26,984	
—	Interest received from investments . . . . .	906	1,7,6022
44,712			
	<i>Depreciation Reserve Fund of Staff Cars</i>		
9,254	As per last balance sheet . . . . .	17,100	
7,846	Provision made during the year . . . . .	12,007	
—	Interest received from investments . . . . .	—	29,107
17,100			
	<i>Repairs and Maintenance Reserve Fund of buildings for the office of Corporation.</i>		
95,374	As per last balance sheet . . . . .	1,06,460	
43,800	Provision made during the year . . . . .	33,000	
2,704	Interest received on investments . . . . .	2,704	
1,41,878		1,42,164	
35,418	LESS Payments made during the year . . . . .	5,206	1,36,958
1,06,460			
	<i>Repairs and Maintenance Reserve Fund Account of Hospitals</i>		
—	As per last balance sheet . . . . .	—	
—	Provision made during the year . . . . .	1,600	1,600
—	Interest received on investments . . . . .	—	
	<i>Pension Reserve Fund for the Employees' of the Corporation</i>		
—	As per last balance sheet . . . . .	6,66,069	
6,60,000	Provision made during the year . . . . .	5,13,000	
6,069	Interest received on investments . . . . .	31,824	
		12,10,893	
—	LESS Payments made during the year . . . . .	5,697	12,05,196
6,66,069			

Previous Year	Assets	Amount	Total
<i>Permanent Advance to the Heads of Offices of the Corporation</i>			
		Rs.	Rs.
14,812	As per last balance sheet	17,056	
2,475	ADD Payments made during the year	2,350	
17,287		19,406	
231	LESS Recoveries made during the year	180	
17,056			19,226
<i>Advance of Pay on transfer to the Employees of the Corporation</i>			
5,212	As per last balance sheet	5,651	
38,188	ADD Payments made during the year	56,234	
43,400		61,885	
37,749	LESS Recoveries made during the year	47,756	
5,651			14,129
<i>Advance of T.A. on transfer to the Employees of the Corporation.</i>			
4,482	As per last balance sheet	10,327	
46,298	ADD Payments made during the year	76,746	
50,780		87,073	
40,453	LESS Recoveries made during the year	69,500	
10,327			17,573
<i>Advance for purchase of conveyance to the Employees of the Corporation.</i>			
92,263	As per last balance sheet	1,09,479	
81,208	ADD Payments made during the year	1,04,948	
1,73,471		2,14,427	
63,992	LESS Recoveries made during the year	93,111	
1,09,479			1,21,316
<i>Miscellaneous Advance to the Employees of the Corporation (festival advances).</i>			
50,196	As per last balance sheet	62,297	
1,95,055	ADD Payments made during the year	2,21,056	
2,45,251		2,83,353	
1,82,954	LESS Recoveries made during the year	2,04,590	
62,297			78,763

<i>Previous Year</i>	<i>Liabilities</i>	<i>Amount</i>	<i>Total</i>
<i>Deposits of Securities, e.g., Contractors</i>			
41,701	As per last balance sheet	77,120	
72,791	ADD Deposits during the year	1,20,036	
1,14,492		1,97,156	
37,372	LESS Deposits repaid during the year	90,307	1,06,849
77,120			
<i>Deductions from bills payable to other parties</i>			
1,892	As per last balance sheet	5,923	
1,78,161	ADD Amount credited during the year	2,23,084	
1,80,053		2,29,007	
1,74,130	LESS payments made during the year	2,12,422	16,585
5,923			
<i>Unclaimed deposits in the Employees' State Insurance Corporation Provident Fund.</i>			
423	As per last balance sheet	222	
149	ADD Amount credited during the year	107	
572		329	329
350	LESS Payments made during the year		
222			
<i>Miscellaneous Deposits</i>			
2,547	As per last balance sheet	1,896	
651	LESS Deposits repaid during the year	—	
—	ADD Deposits received during the year	10,104	12,000
1,896			

Previous Year	Assets	Amount	Total
<i>Advance payments on behalf of State Governments</i>			
5,055	As per last balance sheet	2,883	
4,745	ADD Payments made during the year	4,321	
9,800		7,204	
6,917	LESS Recoveries made during the year	6,070	1,134
2,883			
<i>Advance to the Reserve Bank of India for the purchase of Securities.</i>			
—	As per last balance sheet	₹50,000	
1,54,50,527	ADD Payments made during the year	₹45,40,000	
1,54,50,527		45,90,000	
1,54,00,527	LESS Adjustments made during the year	45,90,000	
50,000			
<i>Miscellaneous Advances</i>			
1,93,218	As per last balance sheet	₹1,63,620	
1,31,102	ADD Payments made during the year	₹1,86,340	
3,24,320		3,49,960	
1,60,700	LESS Receipts during the year	1,02,340	2,47,620
1,63,620			
<i>Loans granted to State Governments.</i>			
—	As per last balance sheet	23,12,426	
23,12,426	ADD Payments made during the year	3,04,120	26,16,546
23,12,426			
<i>Remittances</i>			
<i>Cash Remittances</i>			
4,46,800	As per last balance sheet	7,000	
20,49,19,609	ADD Debits adjusted during the year	25,59,51,436	
20,53,66,409		25,59,58,436	
20,53,59,409	LESS Credits adjusted during the year	25,54,63,636	₹4,94,800
7,000			
<i>Other Remittances—Exchange Accounts</i>			
—	As per balance sheet	—	
4,04,66,954	Debits during the year	4,28,66,213	
4,04,66,954	LESS Credits during the year	4,28,66,213	

<i>Previous Year</i>	<i>Liabilities</i>	<i>Amount</i>	<i>Total</i>
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Previous Year	Assets	Amount	Total
<i>Investments at cost</i>			
<i>(a) Depreciation Reserve Fund of buildings for the offices of the Corporation (including staff quarters)</i>			
1,09,353	As per last balance sheet	1,18,853	
9,500	ADD Investments made during year	19,500	1,38,353
1,18,853			
<i>(b) Depreciation Reserve Fund of equipment in Hospitals and Examination Centres</i>			
5,900	As per last balance sheet	12,900	
7,000	ADD Investments made during year	5,000	17,900
12,900			
<i>(c) Depreciation Reserve Fund of Hospitals</i>			
2,000	As per last balance sheet	3,000	
1,000	ADD Investments made during year	41,500	44,500
3,000			
<i>(d) Depreciation Reserve Fund of Staff Cars</i>			
3,000	As per last balance sheet	9,000	
6,000	ADD Investment made during year	8,000	17,000
9,000			
<i>(e) Repair and Maintenance Reserve Fund of buildings for the offices of the Corporation (including staff quarters)</i>			
87,402	As per last balance sheet	87,402	
—	ADD Investment made during year	19,000	1,06,40
87,402			
—	LESS Realisation on maturity or sale of investments		
87,402			
<i>(f) Permanent (Partial and Total) Disablement Benefit Reserve Fund</i>			
1,24,88,539	As per last balance sheet	2,32,74,249	
1,07,85,710	ADD Investment made during year	19,56,003	2,52,30,252
2,32,74,249			

<i>Previous Year</i>	<i>Liabilities</i>	<i>Amount</i>	<i>Total</i>
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28,13,05,812

Grand Total

31,86,88,254



Previous Year	Assets	Amount	Total
<i>(g) Dependents' Benefit Reserve Fund</i>			
39,18,046	As per last balance sheet	78,54,193	
39,36,147	ADD Investments made during year	16,33,303	94,87,496
78,54,193			
<i>(h) E.S.I.C. Provident Fund</i>			
40,58,994	As per last balance sheet	52,69,577	
12,31,000	ADD Investments made during year	13,80,000	
52,89,994		66,49,577	
20,417	LESS Realisation on maturity or sale of investments	37,130	66,12,427
52,69,577			
<i>(i) Pension Reserve Fund for the employees' of the Corporation</i>			
-	As per last balance sheet	6,46,093	
6,46,093	ADD Investment made during year	5,37,711	11,83,804
6,46,093			
<i>General Cash Balances</i>			
19,05,51,103	Investments as per last balance sheet	18,07,82,462	
7,30,53,000	ADD Investment during the year	10,91,92,500	
26,36,04,103		28,99,75,362	
8,28,21,641	LESS Realisation on maturity or sale of investments	11,86,65,622	
18,07,82,462		17,13,09,740	
2,91,899	Cash in hand	3,52,145	
94,01,745	Cash with bankers	1,24,85,291	
96,93,644		1,28,37,436	
19,04,76,106	Total Cash Balance		18,41,47,176
28,13,05,812	Grand Total		31,86,88,254

NEW DELHI;

Dated the 29th May, 1964.

(Sd/-) T. P. KHOSLA,

Chief Accounts Officer,

Employees' State Insurance Corporation.

#### AUDIT CERTIFICATE

I have examined the foregoing accounts and the Balance Sheet of the Employees' State Insurance Corporation and obtained all the information and explanations that I have required and in accordance to the observations in the Audit Report appended, I certify, as a result of my audit, that in my opinion these accounts and the Balance Sheet are properly drawn up so as to exhibit a true and fair view of the state of affairs of the Employees' State Insurance Corporation according to the best of my information and explanations given to me and as shown by the books of the Employees' State Insurance Corporation.

1,82,954 LESS Recoveries made during the year

2,04,590

62,297

78,763

## APPENDIX

## Income and Expenditure Account for

NOTE : The Accounts for the year 1964-65 have still to be audited by external Auditors.

## INCOME

<i>Previous Year (1963-64)</i>	<i>Head of Account</i>	<i>Amount</i>	<i>Total</i>
Rs.		Rs.	Rs.
	<i>By Contributions :—</i>		
8,10,90,051	Employers' Share only	9,96,74,412	
6,64,13,980	Employees' Share only	8,87,93,177	
			18,84,67,589
14,75,04,031			
	<i>Other Heads of Revenue</i>		
—	Grant-in-aid, Donations and Gifts	—	
75,76,003	Interests and Dividends	72,95,756	
1,12,231	Compensations	1,05,602	
2,03,553	Rents, Rates and Taxes	25,282	
4,981	Fees, Fines and Forfeitures	3,439	
1,85,594	Miscellaneous	2,00,062	
			76,30,141
80,82,362			

## XVIII

the year ended 31 March 1965

## EXPENDITURE

<i>Previous Year (1963-64)</i>	<i>Head of Account</i>	<i>Amount</i>	<i>Total</i>
<i>Rs.</i>		<i>Rs.</i>	<i>Rs.</i>
	<b>I. Benefits to insured persons and their families</b>		
	<i>A—Medical Benefits</i>		
5,17,34,402	(i) Payments to State Governments etc. as Corporations' Share of their expenses on providing medical treatment and maternity facilities etc.	6,96,84,320	
30,54,970	(ii) Medical treatment and care and maternity facilities (expenses incurred direct by the Corporation)— (Total Expenditure).	34,88,362	
5,47,89,372	<i>Total A—Medical Benefits</i>		7,31,72,682
	<i>B—Cash Benefits</i>		
3,84,95,524	(1) Sickness Benefits . . . . .	4,30,83,641	
16,35,017	(2) Extended Sickness Benefits . . . . .	33,28,102	
20,68,301	(3) Maternity Benefits . . . . .	24,24,141	
40,42,349	(4) Temporary Disablement Benefits . . . . .	51,63,079	
55,20,700	(5) Permanent Disablement Benefits (Capitalised Value)	73,04,700	
16,92,300	(6) Dependants Benefits (Capitalised Value) . . . . .	22,77,000	
5,34,54,191	<i>Total B—Cash Benefits . . . . .</i>		6,35,80,663
	<i>C—Other Benefits</i>		
7,754	(1) Provision of Artificial limbs . . . . .	19,765	
95,614	(2) Medical Boards . . . . .	96,496	
—	(3) Fees paid for post-mortem examination of insured persons . . . . .	20	
33,137	(4) Payments to insured persons on account of conveyance charges and/or loss of wages . . . . .	34,115	
100	(5) Cost of Artificial teeth provided to insured persons	307	
10,000	(6) Grant-in-aid . . . . .	1,600	
80,239	(7) Miscellaneous . . . . .	87,945	
2,26,844	<i>Total C—Other Benefits . . . . .</i>		2,40,248
10,84,70,407	<b>Total—Benefits to insured persons and their families .</b>		<b>13,69,93,593</b>

<i>Previous Year 1963-64</i>	<i>Head of Account</i>	<i>Amount</i>	<i>Total</i>
Rs.		Rs.	Rs.

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15,55,86,393

Grand Total . . . . .

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19,60,97,730

NEW DELHI

Dated the 31st May, 1965.

Previous Year (1963-64)	Head of Account	Amount	Total
Rs.		Rs.	Rs.
<i>2—Administration Expenses</i>			
<i>A—Superintendence</i>			
20,546	(1) Corporation, Standing Committee, Regional Boards, etc.	26,902	
1,70,692	(2) Principal Officers . . . . .	2,01,042	
11,16,389	(3) Other Officers . . . . .	13,10,319	
34,69,807	(4) Ministerial Establishment . . . . .	43,44,182	
7,01,045	(5) Class IV Servants . . . . .	8,55,167	
20,59,385	(6) Contingencies . . . . .	28,48,203	
75,37,864	<i>Total A—Superintendence</i> . . . . .	95,85,815	
<i>B—Field Work</i>			
2,03,804	(1) Officers . . . . .	2,64,115	
41,88,813	(2) Ministerial Establishment . . . . .	52,94,389	
7,14,713	(3) Class IV Servants . . . . .	9,14,476	
8,48,616	(4) Contingencies . . . . .	9,29,568	
59,55,946	<i>Total B—Field Work</i> . . . . .	74,02,548	
<i>C—Other Charges</i>			
90,634	(1) Legal Charges . . . . .	99,171	
18,629	(2) Insurance Courts . . . . .	11,205	
2,581	(3) Publicity and Advertisement . . . . .	4,896	
15,017	(4) Charges for maintaining Banking Account . . . . .	7,207	
48,838	(5) Audit Fees . . . . .	58,595	
1,59,175	(6) Depreciation of Office Buildings/Dispensaries/ Equipments/Staff Cars, etc. . . . .	1,90,102	
34,600	(7) Repairs, Maintenance of office buildings owned by the Corporation. . . . .	44,530	
—	(8) Repairs and Maintenance of Hospital Buildings owned by the Corporation . . . . .	3,64,186	
5,13,000	(9) Pension Reserve Fund for the Employees' of the Corporation. . . . .	2,61,700	
4,79,996	(10) Corporation's Contribution to ESI Corporation Provident Fund. . . . .	5,00,000	
2,55,055	(11) Interest paid to the ESI Corporation Provident Fund. . . . .	3,12,726	
(—)36,552	(12) Less interest and gain realised on investment . . . . .	(—)79,187	
10,678	(13) Miscellaneous . . . . .	74	
260	(14) Losses . . . . .	—	
15,91,914	<i>Total C—Other Charges</i> . . . . .	17,75,205	
1,50,85,724	<i>Total 2—Administration Expenses</i> . . . . .		1,87,63,568
12,35,56,131	<i>Total Expenditure on Revenue Account</i> . . . . .		15,57,57,161
320,30,262	<i>To excess of income over expenditure carried over to Balance Sheet</i> . . . . .		4,03,40,569
15,55,86,393	<i>Grand Total</i> . . . . .		19,60,97,730

Sd/- T. P. KHOSLA,  
Chief Accounts Officer  
Employees' State Insurance Corporation

## APPENDIX

## Employees' State Insurance Corporation

NOTE :—The Accounts for the year 1964-65 have still to be audited by the External Auditors

Previous Year (1963-64)	Liabilities	Amount	Total
Rs.		Rs.	Rs.
<i>Balance of Excess of Income Over Expenditure</i>			
24,26,47,055	As per last Balance Sheet	27,46,77,317	
3,20,30,262	Accumulations during the year	4,03,40,569	
27,46,77,317			31,50,17,886
<i>Permanent (Partial and Total) Disablement/Reserve Fund</i>			
2,34,88,600	As per last Balance Sheet	2,52,39,818	
55,20,700	Provision made during the year	78,04,700	
10,37,789	Interest received from investments	11,17,615	
	Interest received	Rs. 11,11,121	
	Gain on realisation	Rs. 6,494	
3,00,47,089		3,36,62,133	
48,07,271	Less Payments made during the year	49,44,989	
2,52,39,818			2,87,17,144
<i>Dependants' Benefit Reserve Fund</i>			
81,04,154	As per last Balance Sheet	95,08,539	
16,92,300	Provision made during the year	22,77,000	
4,14,081	Interest received from investments	4,34,277	
	Interest received	Rs. 4,29,072	
	Gain on realisation	Rs. 5,205	
1,02,10,535		1,22,19,816	
7,01,996	LESS Payments made during the year	8,29,368	
95,08,539			1,13,90,448
<i>Employees' State Insurance Corporation Provident Fund</i>			
59,90,092	As per last balance sheet	74,01,992	
<i>ADD Amount credited during the year :—</i>			
10,91,083	Employees' Contribution	12,12,905	
4,80,000	Corporation Contribution	5,00,000	
2,55,055	Interest on Employees' and Corporation Shares	3,12,726	
78,16,230		94,27,623	
4,14,238	LESS Payments made during the year	5,21,348	
74,01,992			89,06,275

## XIX

## Balance Sheet as on 31 March 1965

Previous Year (1963-64)	Assets	Amount	Total
Rs.		Rs.	Rs.
<i>Lands and Buildings (wholly owned by the Corporation)</i>			
<i>(a) Buildings for offices of the Corporation (including Staff quarters)</i>			
13,71,254	As per last balance sheet	14,12,896	
41,642	Additions during the year	676	
14,12,896		14,13,572	
<i>(b) Hospitals and Dispensaries</i>			
64,13,044	As per last balance sheet	1,03,83,371	
39,70,327	Additions during the year	2,56,83,661	
1,03,83,371		3,60,67,032	
1,17,96,267			3,74,80,604
<i>Lands and Buildings (Jointly owned by the Corporation and State Government)—Corporation's share</i>			
<i>(a) Hospitals and Dispensaries</i>			
2,97,483	As per last balance sheet	2,97,483	
—	Additions during the year	33,540	
2,97,483		3,31,023	
<i>(b) Equipments for Hospitals etc.</i>			
49,680	As per last balance sheet	49,680	
—	Additions during the year	—	
49,680		49,680	
3,47,163			3,80,703
<i>Suspense (Advance for construction of Hospitals, their equipments, offices etc.)</i>			
4,26,14,944	As per last balance sheet	7,58,64,318	
3,32,49,374	ADD Payments made during the year	3,72,52,786	
7,58,64,318		11,31,17,104	
—	LESS Adjustments and Recoveries	2,57,52,669	8,73,64,435
7,58,64,318			

<i>Previous Year (1963-64)</i>	<i>Liabilities</i>	<i>Amount</i>	<i>Total</i>
Rs.		Rs.	Rs.
<i>Depreciation Reserve Fund of buildings for the offices of the Corporation (including staff quarters)</i>			
1,38,399	As per last balance sheet . . . . .	1,56,384	
15,216	Provision made during the year . . . . .	15,420	
2,769	Interest received from investments . . . . .	9,365	
<u>1,56,384</u>			1,81,169
<i>Depreciation Reserve Fund of equipment in Hospitals and Examination Centres</i>			
18,010	As per last balance sheet . . . . .	22,978	
4,968	Provision made during the year . . . . .	4,968	
—	Interest received from investments . . . . .	—	
<u>22,978</u>			27,946
<i>Depreciation Reserve Fund of Hospitals</i>			
44,712	As per last balance sheet . . . . .	1,72,602	
1,26,984	Provision made during the year . . . . .	1,56,667	
906	Interest received from investments . . . . .	3,318	
<u>1,72,602</u>			3,32,587
<i>Depreciation Reserve Fund of Staff cars</i>			
17,100	As per last balance sheet . . . . .	29,107	
12,007	Provision made during the year . . . . .	13,047	
—	Interest received from investments . . . . .	—	
<u>29,107</u>			42,154
<i>Repairs and Maintenance Reserve Fund of buildings for the offices of the Corporation</i>			
1,06,460	As per last balance sheet . . . . .	1,36,958	
33,000	Provision made during the year . . . . .	44,530	
2,704	Investments . . . . .	10,289	
<u>1,42,164</u>		1,91,777	
5,206	LESS Payments made during the year . . . . .	10,335	
<u>1,36,958</u>			1,81,442



<i>Previous Year (1963-64)</i>	<i>Assets</i>	<i>Amount</i>	<i>Total</i>
Rs.		Rs.	Rs.
<i>Staff Cars</i>			
67,295	As per last balance sheet . . . . .	84,089	
16,794	ADD Payments made during the year . . . . .	60	
<u>84,089</u>			84,149
<i>Permanent Advance to the Heads Q ffices of the Corporation</i>			
56	As per last balance sheet . . . . .	19,226	
	ADD Payments made during the year . . . . .	1,539	
		<u>20,765</u>	
	overies made during the year . . . . .	299	
			20,466
<i>Advance of Pay on transfer to the Employees of the Corporation.</i>			
I	As per last balance sheet . . . . .	14,129	
.34	ADD Payments made during the year . . . . .	61,103	
		<u>75,232</u>	
1,885			
47,756	LESS Recoveries made during the year . . . . .	67,624	
<u>14,129</u>			7,640
<i>Advance of T. A. on transfer to the Employees of the Corporation</i>			
	er last balance sheet . . . . .	17,573	
	Payments made during the year . . . . .	83,130	
		<u>1,00,703</u>	
	ecoveries made during the year . . . . .	82,509	
			18,194
<i>for purchase of Conveyances to the Employees Corporation</i>			
	^ sheet . . . . .	1,21,316	
	ring the year . . . . .	1,31,190	
		<u>2,52,500</u>	
	ring the year . . . . .	1,10,675	
			1,41,831

Previous Year (1963-64)	Liabilities	Amount	Total
Rs.		Rs.	Rs.
<i>Repairs and Maintenance Reserve Fund Account of Hospitals</i>			
—	As per last balance sheet . . . . .	1,600	
1,600	Provision made during the year . . . . .	3,64,186	
—	Interest received on Investments . . . . .	—	
1,600			3,65,786
<i>Pension Reserve Fund for the Employees of the Corporation</i>			
6,66,069	As per last balance sheet . . . . .	12,05,196	
5,13,000	Provision made during the year . . . . .	2,61,700	
31,824	Interest received on Investments . . . . .	53,922	
12,10,893		15,20,818	
5,697	LESS Payments made during the year . . . . .	20,843	
12,05,196			14,99,975
<i>Deposits of Securities e.g. Contractors</i>			
77,120	As per last balance sheet . . . . .	1,06,849	
1,20,036	ADD Deposits—during the year . . . . .	1,09,017	
1,97,156		2,15,866	
90,307	LESS Deposits repaid during the year . . . . .	1,03,931	
1,06,849			1,11,935
<i>Deductions from bills payable to other parties</i>			
5,923	As per last balance sheet . . . . .	16,585	
2,23,084	ADD Amount credited during the year . . . . .	2,26,443	
2,29,007		2,43,028	
2,12,422	LESS Payments made during the year . . . . .	2,30,232	
16,585			12,796
<i>Unclaimed deposits in the Employees' State Insurance Corporation Provident Fund</i>			
222	As per last balance sheet . . . . .	329	
107	ADD Amount credited during the year . . . . .	4,043	
329		4,372	
—	LESS Payments made during the year . . . . .	98	
329			4,274

<i>Previous Year (1963-64)</i>	<i>Assets</i>	<i>Amount</i>	<i>Total</i>
<i>Rs.</i>		<i>Rs.</i>	<i>Rs.</i>
	<i>House building advance</i>		
—	As per last balance sheet . . . . .	—	
—	ADD Payments made during the year . . . . .	4,500]	4,500
	<i>Miscellaneous Advances to the Employees of the Corporation (festival advances)</i>		
62,297	As per last balance sheet . . . . .	78,763	
2,21,056	ADD Payments made during the year . . . . .	2,40,407	
2,83,353		3,19,170	
2,04,590	LESS Recoveries made during the year . . . . .	2,38,053	81,117
78,763			
	<i>Advances payments on behalf of State Governments</i>		
2,883	As per last balance sheet . . . . .	1,134	
4,321	ADD Payments made during the year . . . . .	3,937	
7,204		5,071	
6,070	LESS Recoveries made during the year . . . . .	3,905	1,166
1,134			
	<i>Advance to the Reserve Bank of India for the purchase of Securities</i>		
50,000	As per last Balance sheet . . . . .	—	
45,40,000	ADD Payments made during the year . . . . .	53,70,780	
45,90,000		53,70,780	
45,90,000	LESS Adjustments made during the year . . . . .	53,70,780	—
—			
	<i>Miscellaneous Advances</i>		
1,63,620	As per last balance sheet . . . . .	2,47,620	
1,86,340	ADD Payments made during the year . . . . .	1,54,914	
3,49,960		4,02,534	
1,02,340	LESS Receipts during the year . . . . .	85,895	3,16,639
2,47,620			

<i>Previous Year</i> <i>(1963-64)</i>	<i>Liabilities</i>	<i>Amount</i>	<i>Total</i>
Rs.		Rs.	Rs.
	<i>Miscellaneous Deposits</i>		
1,896	As per last balance sheet . . . . .	12,000	
—	LESS Deposits repaid during year . . . . .	..	
10,104	ADD Deposits received during year . . . . .	72,115	84,115
<u>12,000</u>			

Previous Year (1963-64)	Assets	Amount	Total
Rs.		Rs.	Rs.
<i>Loans granted to State Governments</i>			
23,12,426	As per last balance sheet . . . . .	26,16,546	
3,04,120	ADD Payments made during year . . . . .	23,59,000	
<u>26,16,546</u>			49,75,546
<i>Remittances</i>			
<i>Cash Remittances</i>			
7,000	As per last balance sheet . . . . .	4,94,800	
25,59,51,436	ADD Debits adjusted during the year . . . . .	29,44,68,306	
<u>25,59,58,436</u>		29,49,63,106	
25,54,63,636	LESS Credits adjusted during year . . . . .	29,50,09,242	(—)46 1 36
<u>4,94,800</u>			
<i>Other Remittances—Exchange Accounts</i>			
—	As per last balance sheet . . . . .	—	
4,28,66,213	ADD Debits during the year . . . . .	3,97,95,353	
<u>4,28,66,213</u>	LESS Credits during the year . . . . .	3,97,95,353	—
—			
<i>Investments at cost</i>			
<i>(a) Depreciation Reserve Fund of buildings for the offices of the Corporation</i>			
1,18,853	As per last balance sheet . . . . .	1,38,353	
19,500	ADD Investments made during the year . . . . .	54,405	
<u>1,38,353</u>		1,92,758	
—	LESS Realisation on maturity or sale of investments . . . . .	11,950	1,80,808
<u>1,38,353</u>			
<i>(b) Depreciation Reserve Fund of equipment in Hospitals and Examination Centres</i>			
12,900	As per last balance sheet . . . . .	17,900	
5,000	ADD Investment made during the year . . . . .	5,000	22,900
<u>17,900</u>			

<i>Previous Year (1963-64)</i>	<i>Liabilities</i>	<i>Amount</i>	<i>Total</i>
Rs.		Rs.	Rs.

<i>Previous Year (1963-64)</i>	<i>Assets</i>	<i>Amount</i>	<i>Total</i>
<i>Rs</i>		<i>Rs</i>	<i>Rs.</i>
<i>(c) Depreciation Reserve Fund of Hospitals</i>			
3,000	As per last balance sheet . . . . .	44,500	
41,500	ADD Investments made during year	1,28,000	1,72,500
44,500			
<i>(d) Depreciation Reserve Fund of Staff Cars</i>			
9,000	As per last balance sheet . . . . .	17,000	
8,000	ADD Investments made during year	12,000	29,000
17,000			
<i>(e) Repair and Maintenance Reserve Fund of buildings for the offices of the Corporation</i>			
87,402	As per last balance sheet	1,06,402	
19,000	ADD Investments made during year	69,975	
		1,76,377	
—	LESS Realisation on maturity or sale of investments	32,650	1,43,727
1,06,402			
<i>(f) Repairs and Maintenance Reserve Fund of Hospital Buildings</i>			
—	As per last Balance Sheet		
—	ADD Investments made during the year	1,600	1,600
—			
<i>(g) Permanent (Partial and Total) Disablement Benefit Reserve Fund</i>			
2,32,74,249	As per last balance sheet	2,52,30,252	
19,56,003	ADD Investments made during year	35,48,700	
2,52,30,252		2,87,78,952	
—	LESS Realisation on maturity or sale of investments	82,206	2,86,96,746
2,52,30,252			

<i>Previous Year</i> (1963-64)	<i>Liabilities</i>	<i>Amount</i>	<i>Total</i>
Rs.		Rs.	Rs.

31,86,88,254	Grand Total	36,68,75,932
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NEW DELHI

Dated the 31st May, 1965.



<i>Previous Year</i> (1963-64)	<i>Assets</i>	<i>Amount</i>	<i>Total</i>
Rs.		Rs.	Rs.
<i>(h) Dependents' Benefit Reserve Fund</i>			
78,54,193	As per last balance sheet . . . . .	94,87,496	
16,33,303	ADD Investments made during year . . . . .	17,27,100	
94,87,496		1,12,14,596	
..	LESS Realisation on maturity or sale of investments . . . . .	65,895	1,11,48,701
94,87,496			
<i>(i) E.S.I.C. Provident Fund</i>			
52,69,577	As per last balance sheet . . . . .	66,12,427	
13,80,000	ADD Investments made during the year . . . . .	15,23,600	
66,49,577		81,36,027	
37,150	LESS Realisation on maturity or sale of investments . . . . .	1,76,676	79,59,351
66,12,427			
<i>(j) Pension Reserve Fund for the employees' of the Corporation</i>			
6,46,093	As per last balance sheet . . . . .	11,83,804	
5,37,711	ADD Investment made during year . . . . .	21,000	12,04,804
11,83,804			
<i>General Cash Balances</i>			
18,07,82,462	Investments as per last balance sheet . . . . .	17,13,09,740	
10,91,92,900	ADD Investments during the year . . . . .	13,90,36,080	
28,99,75,362		31,03,45,820	
11,86,65,622	LESS Realisation on maturity or sale of investments . . . . .	14,17,23,206	
17,13,09,740		16,86,22,614	
3,52,145	Cash in hand . . . . .	3,94,131	
1,24,85,291	Cash with banks . . . . .	1,74,68,228	
1,28,37,436		1,78,62,359	
18,41,47,176	Total Cash Balance . . . . .		18,64,84,973
31,86,88,254	Grand Total . . . . .		36,68,75,932

Sd/- T. P. KHOSLA,  
Chief Accounts Officer,  
Employees' State Insurance Corporation.

## APPENDIX

## Administrative Cost com-

	1952-53	1953-54	1954-55	1955-56	1956-57	1957-58	
I. Total Administrative Cost	21,01,420	24,72,797	34,73,578	44,64,591	50,58,982	62,36,431	
II. (a) Employers' Special Contribution	1,31,40,677	1,76,43,593	1,87,89,480	2,25,29,288	2,59,39,404	2,83,41,328	
(b) Employees' Contribution	30,73,643	34,69,007	97,26,312	2,39,61,290	3,22,02,834	3,52,35,954	
	1,62,14,320	2,11,12,600	2,85,15,792	4,64,50,578	5,81,42,238	6,35,77,282	
III. Total outgoings (Expenditure on Revenue Accounts)	28,45,457	49,53,181	81,92,943	1,80,64,180	2,88,30,091	4,37,99,697	
IV. Total Benefits	7,44,037	24,80,384	47,19,365	1,35,99,589	2,37,71,109	3,75,63,266	
Ratio of Administrative cost to	II	12.96%	11.71%	12.18%	9.60%	8.7 %	9.8 %
	III	75.85%	49.92%	42.40%	24.71%	17.55%	14.2 %
	IV	282.43%	99.69%	73.60%	32.83%	21.28%	16.6 %

NOTE: IV does not include share of benefit expenditure borne by the State Governments.

**XX****pared with Benefits paid etc.**

1958-59	1959-60	1960-61	1961-62	1962-63	1963-64	1964-65
72,74,965	90,85,022	1,00,43,343	1,13,48,261	1,30,94,914	1,50,85,724	1,87,63,568
2,90,24,081	3,18,53,731	3,73,62,109	4,01,53,612	6,53,66,265	8,10,90,051	9,96,74,412
3,81,11,950	4,08,09,252	5,01,07,123	5,43,20,024	6,01,68,840	6,64,13,980	8,87,93,177
6,71,36,031	7,26,62,983	8,74,69,232	9,44,73,636	12,55,35,105	14,75,04,031	18,84,67,589
4,87,90,810	6,16,46,323	6,97,83,225	8,44,97,977	11,34,14,803	12,35,56,131	16,57,57,161
4,15,15,845	5,25,61,301	5,97,39,882	7,31,49,716	10,03,19,889	10,84,70,407	13,69,93,593
10.84%	12.50%	11.48%	12.01%	10.43%	10.23%	9.96%
14.92%	14.74%	14.39%	13.43%	11.55%	12.21%	12.05%
17.5%	17.28%	16.80%	15.51%	13.05%	13.91%	13.69%

[No. F. 4/3/66-H1.]

*and Examination Centres*

12,900	As per last balance sheet	17,900
5,000	ADD Investment made during the year	5,000
17,900		22,900

*New Delhi, the 6th February 1968*

**S.O. 616.**—In exercise of the powers conferred by section 73F of the Employees' State Insurance Act, 1948 (34 of 1948) and having regard to the location of the factory in an implemented area; the Central Government hereby exempts the Central Jail Press, Nagpur from the payment of the employer's special contribution leviable under chapter VA of the said Act for a further period upto and including the 6th November, 1968.

[No. F. 6(61)/67-HI.]

**S.O. 617.**—Whereas the Central Government is satisfied that the employees of the Telegraph Workshops, Alipore, Calcutta, the Telephone Workshops, Bombay, the Telegraph Workshops, Jabalpur, and the Senior Electrical Engineers' Test Rooms, Calcutta, belonging to the Government of India in the Department of Communications, Posts and Telegraphs Board, are otherwise in receipt of benefits substantially similar to the benefits provided under the Employee's State Insurance Act, 1948 (34 of 1948).

Now, therefore, in exercise of the powers conferred by section 90 of the said Act, the Central Government hereby exempts each of the above mentioned factories from all the provisions of the said Act for a further period of one year with effect from the 1st February, 1968.

[No. F. 6(8)/67-HI.]

**S.O. 618.**—Whereas it appears to the Central Government that the employer and the majority of the employees in relation to the establishment known as Messrs. Chinchwad Precision optical frame works, Bombay Poona Road, Mile No. 103/1 Chinchwad, Poona-19 (Maharashtra State) have agreed that the provisions of the Employees' Provident Funds Act, 1952 (19 of 1952), should be made applicable to the said establishment;

Now, therefore, in exercise of the powers conferred by sub-section (4) of section 1 of the said Act, the Central Government hereby applies the provisions of the said Act to the said establishment.

This notification shall be deemed to have come into force on the 1st day of July 1967.

[No. 8(93)/67-PF-II.]

**S.O. 619.**—Whereas it appears to the Central Government that the employer and the majority of the employees in relation to the establishment known as Messrs. Castings (India), National Highways No. 33, Mango, Jamshedpur (Singhbhum), Bihar, have agreed that the provisions of the Employees' Provident Funds Act, 1952 (19 of 1952), should be made applicable to the said establishment;

Now, therefore, in exercise of the powers conferred by sub-section (4) of section 1 of the said Act the Central Government hereby applies the provisions of the said Act to the said establishment.

This notification shall be deemed to have come into force on the 31st day of March, 1967.

[No. 8/156/67/PF. II.]

**S.O. 620.**—Whereas it appears to the Central Government that the employer and the majority of the employees in relation to the establishment known as Messrs. New Poona Industries, Bombay Poona Road, Mile No. 103/1 Chinchwad, Poona-19 (Maharashtra State) have agreed that the provisions of the Employees' Provident Funds Act, 1952 (19 of 1952), should be made applicable to the said establishment;

Now, therefore, in exercise of the powers conferred by sub-section (4) of section 1 of the said Act, the Central Government hereby applies the provisions of the said Act to the said establishment.

This notification shall be deemed to have come into force on the 1st day of July 1967.

[No. 8(98)/67/PF-II.]

**S.O. 621.**—Whereas it appears to the Central Government that the employer and the majority of the employees in relation to the establishment known as Messrs. United Contractors, Alice Building, Dr. D. N. Road, Bombay-1. have

agreed that the provisions of the Employees' Provident Funds Act, 1952 (19 of 1952), should be made applicable to the said establishment;

Now, therefore, in exercise of the powers conferred by sub-section (4) of section 1 of the said Act, the Central Government hereby applies the provisions of the said Act to the said establishment.

This notification shall be deemed to have come into force on the 1st day of July 1965.

[No. 8(4)/68/PF-II.]

*New Delhi, the 7th February 1968*

**S.O. 622.**—Whereas the Central Government was satisfied that The Trivandrum Mills was situated in Balaramapuram area which was sparse area (that is an area whose insurable population was less than 500) in the district of Trivandrum in the State of Kerala,

And, whereas by virtue of its location in a sparse area, the aforesaid factory was granted exemption from the payment of the employer's special contribution under section 73-F of the Employees' State Insurance Act, 1948 (34 of 1948) until enforcement of the provisions of Chapter V of the Act in that area by the Central Government in the notification of the Government of India in the late Ministry of Labour and Employment No. F. 6(7)/62-HI, dated the 25th May, 1964;

And, whereas the Central Government is satisfied that the insurable population of the Balaramapuram area in the district of Trivandrum in the State of Kerala has now exceeded 500, and it is no longer a sparse area;

Now, therefore, in exercise of the powers conferred by section 73-F of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby makes the following further amendment in the said notification namely:—

In the schedule to the said notification against Serial No. 3 relating to Trivandrum the entries relating thereto in columns 3 and 4 shall be omitted.

[No. F. 6/22/67-HI.]

**S.O. 623.**—Whereas it appears to the Central Government that the employer and the majority of the employees in relation to the establishment known as Messrs. Pratima Printing and Binding Works, 3 Bankarai Street, Calcutta, have agreed that the provisions of the Employees' Provident Funds Act, 1952, (19 of 1952), should be made applicable to the said establishment;

Now, therefore, in exercise of the powers conferred by sub-section (4) of section 1 of the said Act, the Central Government hereby applies the provisions of the said Act to the said establishment.

This notification shall come into force on the 1st day of March 1968.

[No. 8(6)/68-PF-II.]

*New Delhi, the 12th February 1968*

**S.O. 624.**—In exercise of the powers conferred by sub-section (2) of section 5D of the Employees' Provident Funds Act, 1952 (19 of 1952), and in supersession of the notification of the Government of India in the late Ministry of Labour and Employment No. S.O. 2629, dated the 24th October, 1960, the Central Government hereby appoints Shri A. K. Bhattacharjee, as the Regional Provident Fund Commissioner for the whole of the State of Assam vice Shri H. P. Duarea, to assist the Central Provident Fund Commissioner in the discharge of his duties.

[No. 17(88)/65-PF.I(i).]

**S.O. 625.**—In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Act, 1952 (19 of 1952), and in supersession of the notification of the Government of India in the late Ministry of Labour and Employment No. 2630, dated the 24th October, 1960, the Central Government hereby appoints Shri A. K. Bhattacharjee to be an Inspector for the whole of the State of Assam for the purposes of the said Act and of any scheme framed thereunder, in relation to any establishment belonging to or under the control of the Central Government, or in relation to any establishment connected with a railway company, a major port, a mine or a oil-field or a controlled industry.

[No. 17(88)/65-PF.I(ii).]

**S.O. 626.**—In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby appoints Sarvashri S. B. Ananda Rao and P. V. Anjaneyalu to be Inspectors for the whole of the State of Mysore for the purposes of the said Act or of any scheme framed thereunder in relation to any establishment belonging to, or under the control of the Central Government, or in relation to any establishment connected with a railway company, a mine or an oil-field, or a controlled industry.

[No. 20(66)/64-PF.I.]

**S.O. 627.**—In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby appoints Shri H. C. Jain to be an Inspector for the whole of the States of Punjab and Haryana and the Union territories of Chandigarh and Himachal Pradesh for the purposes of the said Act or of any scheme framed thereunder in relation to any establishment belonging to, or under the control of the Central Government, or in relation to any establishment connected with a railway company, a mine or an oil-field, or a controlled industry.

[No. 20(4)/67-PF.I.]

DALJIT SINGH, Under Secy.

**(Department of Labour and Employment)**

*New Delhi, the 1st February 1968*

**S.O. 628.**—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Calcutta, in the industrial dispute between the employers in relation to the Gazdhar Kajora Colliery, Post Office Kajoram, District Burdwan and their workmen, which was received by the Central Government on the 29th January, 1967.

**CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, CALCUTTA**

REFERENCE No. 70 OF 1968

**PARTIES:**

Employers in relation to the Gazdhar Kajora Colliery,

**AND**

Their workmen.

**PRESENT:**

Shri S. K. Sen.—*Presiding Officer.*

**STATE:** West Bengal.

**INDUSTRY:** Coal Mines.

**AWARD**

By Order No. 1/29/67-LR. II dated 26th August, 1967, the Central Government referred for adjudication an industrial dispute between the employers in relation to the Gazdhar Kajora Colliery, Post Office Kajoram, Distt., Burdwan and their workmen in respect of the matter mentioned in the following schedule:

"Whether the management of Gazdhar Kajora Colliery was justified in stopping the working of the colliery from the 1st July, 1967? If not, to what relief are the workmen entitled?"

2. As the schedule shows, working at Gazdhar Kajora Colliery was stopped from 1st July, 1967. The Organising Secretary of the Colliery Mazdoor Union complained by a letter dated 11th July, 1967, addressed to the Assistant Labour Commissioner, Central, Raniganj, that work had been stopped since 1st July, 1967, without giving any notice to the workmen. The A.L.C. was requested to interfere and press the management to restart the colliery and to pay wages for the period of forced unemployment. It appears from the failure report that before the A.L.C. the management did not appear. Before the tribunal neither side has appeared. Neither side has also filed a written statement. After waiting for nearly 3 months the case was fixed for hearing on 28th December, 1967, and both parties were notified by registered post. Neither party appeared on that date, but the Organising Secretary of the Union spoke on the telephone from Asansol

asking for some further time. Accordingly the case was adjourned to 22nd January, 1968 and both parties were notified of the adjourned date. On that date also neither party appeared and no application for adjournment was received from either side. The reference must, therefore, be considered to have become infructuous and no effective award is possible.

Sd./- S. K. SEN, .  
Presiding Officer.

Dated, 25th January, 1968.

[No. 1/29/67-LR. II.]

**S.O. 629.**—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Presiding Officer, Central Government Industrial Tribunal No. 2, Dhanbad, in the matter of an application under section 33A of the said Act, from Shri Bhagwan Sao, Miner represented by Shri B. N. Sharma, President, Congress Mazdoor Sangh which was received by the Central Government on the 30th January, 1968.

**BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL (NO. 2)  
AT DHANBAD.**

In the matter of a complaint under Section 33A of the Industrial Disputes Act, 1947.

**COMPLAINT No. 5 OF 1967**

**PARTIES:**

Sri Bhagwan Sao, Miner, T. No. 31857 of 16 seam, Digwadih Colliery of Messrs. Tata Iron and Steel Company Limited, Jamadoba, Post Office Jealgora, District Dhanbad.—*Complainant.*

*Vs.*

M/s. Tata Iron and Steel Company Limited, Jamadoba P.O. Jealgora, Distt. Dhanbad.—*Opposite Party.*

**PRESENT:**

Sri Nandagiri Venkata Rao.—*Presiding Officer.*

**APPEARANCES:**

*For the Complainant.*—Sri B. N. Sharma, President Congress Mazdoor Sangh.

*For the Opposite Party.*—Sri S. N. Singh, A.C.P. & W.O.

**STATE:** Bihar.

**INDUSTRIES:** Coal.

*Dhanbad, dated the 24th January 1968*

**AWARD**

This complaint and the application No. 96 of 1966 by the employers under Clause (b) of Sub-section (2) of Section 33 of the Industrial Disputes Act, 1947, arising out of reference No. 70 of 1966 were filed before the Central Government Industrial Tribunal, Dhanbad. They were transferred to this Tribunal by the Central Government by its order No. 8/25/67-LR.II dated 8th May, 1967, under Section 33B(1) of the Industrial Disputes Act, 1947. Consequently, the Complaint and the application are renumbered on the file of this Tribunal as Complaint No. 5 of 1967 and Application No. 35 of 1967 respectively. In view of the pleadings of the parties and their request the complaint and the application were enquired into together, recording evidence of witnesses and marking documents in Complaint No. 5 of 1967 to be read in evidence in Application No. 35 of 1967 also. But the Complaint and Application are being disposed off separately.

2. The case of the complainant, Bhagwan Sao is that he was a permanent workman of the opposite colliery working as a miner for nearly 18 years, that he had gone home on sanctioned leave of 14 days from 4th May, 1966 to 17th May, 1966, that owing to his illness at home he could not return in time to join duty, that he returned along with the medical certificate on 29th May, 1966, and reported for work on the following day, that the opposite party refused to permit him to join duty and gave him a letter dated 30/31 May, 1966, stating that as he did not report to duty within 8 days, of the expiry of the leave, he had lost his lien on his appointment and his name was struck off from the permanent rolls and entered into the list of Badli in accordance with Clause 9 of the Certified Standing Orders and that by this action the opposite party had violated the provisions of Section 33 of the Industrial Disputes Act, 1947. The opposite party filed their written statement, denying any violation of any provision of Section 33 of the Industrial Disputes Act, 1947, on their part and justifying the action taken by them against

the complainant under Clause 9 of the Certified Standing Orders stating that as the complainant failed to return within eight days of the expiry of the leave and offer satisfactory explanation of his inability to return in time, he automatically lost his lien on his appointment and he was put on the Badli list. The complainant was represented by Sri B. N. Sharma, President, Congress Mazdoor Sangh, and the opposite party by Sri S. N. Singh, A.C.P. and W.O. On behalf of the complainant two witnesses were examined and the relevant documents marked were Exts. A1 to A3. On behalf of the opposite party a witness was examined and the relevant documents marked were Exts. 01 to 06.

3. The complaint is under Section 33A of the Industrial Disputes Act, 1947. It can be invoked when an employer contravenes the provisions of Section 33 of the Industrial Disputes Act, 1947 during the pendency of proceedings before a Labour Court, Tribunal or National Tribunal. It is admitted in the present case that the action complained of against the complainant was taken by the opposite party while proceedings in Reference No. 70 of 1966 were pending before the Central Government Industrial Tribunal, Dhanbad and the complainant as well as the opposite party were concerned in it. The complainant himself has conceded that the action taken against him by the opposite party was not connected with the dispute in the reference. The alleged action taken by the opposite party against the complainant was to remove him from his permanent appointment and place him on the Badli list. The contention of the opposite party is that the complaint is misconceived, in as much as the action alleged is not a violation of any provision of Section 33 of the Industrial Disputes Act, 1947. The complainant states that the action complained of was taken against him for an alleged misconduct. But the term 'misconduct' is defined and punishment for the offence of 'misconduct' is provided in Clause 19 of the Certified Standing Orders of the opposite party, while the action complained of is under Clause 9. Clause 9 lays down that if the employee remains absent beyond the period of leave originally granted or subsequently extended, he shall loose his lien on his appointment, unless he returns within eight days of the expiry of the leave and gives an explanation to the satisfaction of the manager of his inability to return before the expiry of leave. There is nothing to show that the action taken by the opposite party was not under Clause 9 and that it was under Clause 19 of the Certified Standing Orders. The order, Ext. A1 filed by the complainant himself clearly states that the action was taken against him under Clause 9 of the Certified Standing Orders. In order to invoke Clause (b) of sub-Section 2 of Section 33 of the Industrial Disputes Act, 1947, the action of the employers in punishing the workman should be for his misconduct. But, as I have already pointed out the action complained of is not for any misconduct. Consequently, the action complained of is not covered by any provision under Section 33 and, as such, in respect of it no complaint can sustain under Section 33A of the Industrial Disputes Act, 1947.

4. I, therefore, dismiss the complaint. The award is made accordingly and submitted under Section 15 of the Industrial Disputes Act, 1947.

Sd./- N. VENKATA RAO,  
Presiding Officer.

#### APPENDIX I

#### BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL (No. 2) AT DHANBAD.

[COMPLAINT No. 5 CF 1967.

Sri Bhagwan Sao, Miner, T. No. 31857 of 16 seam, Digwadih Colliery of M/s. Tata Iron & Steel Co. Ltd., Jamadoba, P.O. Jalgora, Dist. Dhanbad—*Complainant*.

*Vs.*

M/s. Tata Iron and Steel Co. Ltd., Jamadoba, P.O. Jalgora, Distt. Dhanbad—*Opposite Party*.

#### *List of Documents Admitted in Evidence for the Complainant*

Distinguishing mark or number	Description of document & date.	Date of admission	Whether admitted by consent or on proof	Proved by
Ext. A1 . . .	Letter No. Dig/15-66/2361 dt. 30-5-1966 of the manager addressed to Bhagwan Sao.	18-1-68	By consent.	
Ext. A2 . . .	Acknowledgement.	Do.	On proof.	AW1
Ext. A3 . . .	Letter dt. 12-1-1967 of Bhagwan Sao addressed to the Manager, Digwadih Colliery.	Do.	Do.	Do.



*List of Documents admitted in evidence for the Opposite Party*

Distinguishing mark or number	Description of document & dt.	Date of admission	Whether admitted by consent or on proof.
Ext. 01 . . .	Letter No. Dig/18/15-66/2361 dt. 30/31-5-66 issued to Sri Bhagwan Sao.	18-1-68	By consent.
Ext. 02 . . .	Letter No. Dig/15-66/2422 dt. 1-6-66 issued to Bhagwan Sao.	Do.	Do.
Ext. 03 . . .	Medical Certificate issued to Bhagwan Sao dt. 3-6-66.	Do.	Do.
Ext. 04 . . .	Leave slip granted to Bhagwan Sao . . .	Do.	Do.
Ext. 05 . . .	Medical Certificate dt. 23-5-66 issued to Bhagwan Sao.	Do.	Do.
Ext. 06 . . .	Copy of Certified Standing Orders. . . .	Do.	Do.

(Sd.) N. VENKATA RAO.  
Presiding Officer.

APPENDIX II

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL (No. 2) AT DHANBAD.

COMPLAINT NO. 5 OF 1967.

Sri Bhagwan Sao, Miner, T. No. 31857 of 16 seam, Digwadih Colliery of M/s. Tata Iron & Steel Co. Ltd., Jamadoba, P.O. Jealgora, Distt. Dhanbad—*Complainant*.

*Vs.*

M/s. Tata Iron & Steel Co. Ltd., Jamadoba, P.O. Jealgora, Distt. Dhanbad—*Opposite Party*.

*List of witness examined for the complainant*

No. of witness	Name of witness.	Date of examination.
. . .	Sri Bhagwan Sao . . . . .	18-1-68
. . .	Sri B. N. Sharma . . . . .	18-1-1968.

*List of witness examined for the opposite party*

No. of witness	Name of witness	Date of examination.
OWI . . .	Sri D. R. Mody . . . . .	18-1-1968.

(Sd.) N. VENKATA RAO.  
Presiding Officer.  
[No. 2/7/66-LR. II.]

*New Delhi, the 6th February 1968*

S.O. 630.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following Award of Shri S. C. Gupta, Deputy Chief Labour Commissioner (Central), Dhanbad, Arbitrator in the dispute between the Jeenagora (East Bararee) Colliery of Messrs Jeenagora (East Bararee) Colliery Company Limited, Post Office Khas Jeenagora (Dhanbad) and their workmen represented by the Koyala Mazdoor Panchayat, Post Office Jharia (Dhanbad), which was received by the Central Government on the 1st February, 1968.

**BEFORE SHRI S. C. GUPTA, DEPUTY CHIEF LABOUR COMMISSIONER  
(CENTRAL), DHANBAD AND ARBITRATOR**

REFERENCE No. S.O. 3073 DATED 2ND SEPTEMBER, 1967

Employer in relation to Jeenagora (East Bararee) Colliery of M/s Jeenagora (East Bararee) Colliery Co. Ltd., P.O. Khas Jeenagora (Dhanbad).

AND

Their workman represented by Koyala Mazdoor Panchayat (H.M.S.), P.O. Jharla (Dhanbad).

**PRESENT**

Shri S. C. Gupta,  
Deputy Chief Labour Commissioner (Central),  
Dhanbad and Arbitrator.

**APPEARANCES:**

*For the employer:—*

1. Sri C. D. Singh,  
Director, M/s Jeenagora (East Bararee) Colliery
2. Shri H. K. Sharma,  
Manager, Jeenagora (East Bararee) Colliery.

*For the workman:—*

1. Sri Mahesh Desai,  
General Secretary, Koyala Mazdoor Panchayat  
Jharla (Dhanbad).
2. Shri H. N. Singh,  
Vice President, Koyala Mazdoor Panchayat,  
Jharla (Dhanbad)

**INDUSTRY:** Coal

**STATE:** Bihar

**AWARD**

In pursuance of the arbitration agreement arrived at between the employers in relation to Jeenagora (East Bararee) Colliery of M/s Jeenagora (East Bararee) Colliery Co., Ltd., P.O. Khas Jeenagora, Dist. Dhanbad (Bihar) and their workman represented by the Vice-President of Koyala Mazdoor Panchayat, P. O. Jharla, Dist. Dhanbad, on 25th July 1967, under section 10A of the Industrial Disputes Act (14 of 1947) the instant industrial dispute was referred to me for my arbitration. The specific matters in the dispute are given below:—

*Matters of Dispute*

"Whether the termination of service of Sri Prasadi Paswan, Trammer, with effect from 5th June, 1967, on account of his absence from work from 21st May, 1967, onwards which was not sanctioned, is justified? If not, what relief he is entitled to."

The Vice President of Koyala Mazdoor Panchayat (hereinafter referred to as the union) submitted to me written statement on behalf of the union under his letter dated 11th November, 1967 and endorsed its copy to the management. The latter submitted its rejoinder under its letter dated 13th September, 1967. After adjournments on previous dates fixed for hearing, the dispute came up for hearing on 26th October, 1967 on which S/Sri Mahesh Desai and H. N. Singh, General Secretary and Vice President respectively of the union were present on behalf of the workman and Sri C. D. Singh, Director M/s Jeenagora (East Bararee) Colliery Co. Ltd., and Sri H. K. Sharma, Manager, Jeenagora (East Bararee) Colliery were present on behalf of the management. Since Sri Prasadi Paswan could not appear before the arbitrator to make a statement for clarification of certain points the hearing could not be concluded.

Subsequently the representatives of the union and the management agreed in writing to extend the period of my giving award till the end of January, 1968.

I heard the representative of both parties finally on 24th January, 1968. On that day Sri H. N. Singh and Sri C. D. Singh appeared on behalf of the workman and the management respectively.

The case of the union, in brief, is that Sri Prasadi Paswan, Trammer, who had been working at Jeenagora (East Bararee) Colliery for over 10 years to

the full satisfaction of the management got leave sanctioned from 4th April, 1967 which was to expire on 21st April, 1967. On his request, his (Sri Paswan) leave was extended by one month as to expire on 21st May, 1967. He again applied for extension of leave under registered post for a further period of one month but the management under its letter dated 26th May, 1967 refused the same and directed him to report for duty immediately on receipt of that letter. He came back and reported for duty on 1st June, 1967 but he was not allowed to join his duty. On 5-6-1967 he was served with a notice that his services had been terminated and he had been kept on badli list. According to the union termination of his service was illegal, irregular and unjustified because contrary to the Standing Orders he was not given any opportunity to explain the circumstances under which he had overstayed the leave and also because the action of the management was motivated.

The management on the other hand contended in brief, that Sri Prasadi Paswan, Trammer, was granted leave from 4th April, 1967 to 21st April, 1967. He again applied for extension of leave through his son for a month and accordingly his leave was extended upto 21st May, 1967. He again sent an application for further extension of his leave for a month. His application was received on 25th May, 1967. In its letter dated 26th May, 1967 the management informed Sri Paswan that leave could not be extended further and that he should join his duty immediately, but he failed to return within 10 days of expiry of his leave. He reported for duty on 5th June, 1967. In the circumstances, the management had no other option but to terminate his service and to keep him on badli list. It has further been contended by the management that Sri Paswan is an old man and physically unfit to perform the arduous job of trammer properly. He therefore requested through his son, Sri Lal Dusadh, Trammer, of the colliery to the management to relieve him after giving some consideration for his service but the union instigated him not to leave his job but to continue sitting idle. The management further stated that it could not continue to grant such long leave without sufficient reasons. Sri Paswan, according to the management, had no valid reasons for applying for further extension of leave and that too after the expiry of his leave.

It is admitted by both parties that Sri Prasadi Paswan, proceeded on leave initially granted by the management from 4th May, 1967 to 21st May, 1967. As requested by him his leave was extended for a further period of one month i.e. after 21st May, 1967. His written request for further extension of leave for one month more was turned down under management's letter dated 26th May, 1967 and under the same letter he was called upon to report for duty immediately. It has been admitted by the union that the management's letter cited above was received by Sri Paswan, but there is nothing on record about the actual date on which the letter was received by him. It is also admitted that on receipt of that letter he reported for duty. The whole controversy is about the date on which he reported for duty. Whereas the union has contended that he reported for duty on 1st June 1967 when he was refused employment, the management stated that he reported for duty only on 5th June 1967. Neither party has put forward any evidence in support of their respective stand. Sri Paswan was asked to appear for his statement, but in spite of several chances given to him he failed to do so. However the fact remains that he did not report for duty within 10 days of the expiry of leave granted to him. His leave expired on 21st May 1967 and 10 days from that date expired on 31st May 1967. For this purpose, the date of receipt of the management's letter dated 26th May, 1967 is also immaterial because Sri Paswan was not supposed to take it for granted that his prayer for further extension of leave for one month would be granted by the management.

As per clause 10(f) of the Standing Order applicable to Jeeanagora (East Bararee) Colliery if a workman remains absent beyond the period of leave originally granted or subsequently extended, he shall lose lien on his appointment unless he:—

- (a) returns within ten days of expiry of his leave, and
- (b) explained to the satisfaction of the manager his inability to return on the expiry of his leave.

In case, the workman loses his lien on the appointment, he shall be entitled to be kept on the "badli list". Since Sri Paswan did not report for duty within 10 days of the expiry of his leave, he lost his lien on his appointment. The management was therefore justified in intimating him that he lost lien on his appointment and that he was kept on badli list, under its letter dated 5th June, 1967 addressed to him as per standing orders applicable to the colliery. The management had not however terminated his service with effect from 5th June

1967 and as such the question of deciding the justifiability of termination of his service does not arise.

During the course of hearing on 24th January, 1968, Sri C. D. Singh, Director stated that the management have no objection even now to provide a job to—Prasadi Paswan, but there should not be any question of payment of wages for the period he remained unemployed. He, as a matter of fact agreed to reinstate him as trammer, in view of his long service and to regularise the period of his unemployment by granting him leave with wages to the extent due to him and leave without wages for the rest of the period provided he would report for duty within 15 days from the date on which my award became enforceable. The offer of the management is quite fair and reasonable and I award accordingly.

No cost is awarded to any party

Sd/- S. C. GUPTA, Arbitrator.

The 29th January, 1968.

[No 2/94/67-LRII.]

S.O. 631.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Calcutta, in the industrial dispute between the employers in relation to the Monoharbahal Colliery, Post Office Asansol, District Burdwan, and their workmen, which was received by the Central Government on the 2nd February, 1968.

### CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, CALCUTTA

REFERENCE No. 71 of 1967

#### PARTIES:

Employers in relation to the Monoharbahal Colliery of M/s Raisahib Chandanmull Indrakumar (Private) Limited,

AND

Their workmen.

#### PRESENT:

Shri S. K. Sen.—Presiding Officer.

#### APPEARANCES:

On behalf of Employers.—Shri S. S. Mukherjee, Advocate.

On behalf of Employers.—Shri K. C. Mitra, Advocate.

STATE: West Bengal.

INDUSTRY: Coal Mines.

### AWARD

By Order No. 6/65/67-LRII dated 7th September, 1967, the Central Government referred for adjudication an industrial dispute between the employers in relation to the Monoharbahal Colliery of Messrs Raisahib Chandanmull Indrakumar (Private) Limited, P.O. Asansol, District Burdwan and their workmen in respect of the matter mentioned in the following schedule:

"Whether the management of Monoharbahal Colliery of Messrs Raisahib Chandanmull Indrakumar (Private) Limited, Post Office Asansol, District Burdwan was justified in terminating the employment of Shri Kartick Dhari with effect from the 29th June, 1967? If not, to what relief is the workman entitled?"

2. According to the written statement of the Colliery Mazdoor Union which represents the workman concerned, Kartick Dhari was employed at Monoharbahal Colliery since 1961 as underground trammer and looseman; the management was displeased with him because of his taking an active part in the work of the union and asked him to serve his connection with the union on some occasions; but the workman did not do so and the management suddenly stopped him from work from 29th June, 1967 without any chargesheet or written order. The union accordingly claimed that Kartick Dhari should be reinstated and paid back wages for the period of non-employment.

3. According to the management, Kartick Dhari was not employed continuously as an underground trammer and looseman. He was employed for a few

days in 1962 and thereafter he stayed on at the colliery as his brother was in service at the colliery as trammer and he engaged himself in the business of selling buffalo milk and also in lending money to workmen. As he had resorted to beating some workmen in order to realise his dues the management had asked him to leave the colliery. For a few weeks from 2nd January, 1967 on account of necessary work in connection with safety week some extra workmen were needed and therefore Kartick Dhari was again given casual employment from 2nd January, 1967 and he worked up to 8th February, 1967 when his service was terminated. Kartick Dhari never worked continuously until 28th June, 1967, and the allegation that he had been stopped from work from 29th June, 1967 was wholly false according to the management.

4. Kartick Dhari in his deposition before the tribunal admitted that he kept a buffalo at the colliery, but claimed that he did not sell the milk, but the milk was meant for the use of his own family. He however admitted that two workmen of the colliery, namely Hastem Mia and Pyarelal Chowdhury, had filed complaints before the Asansol Magistrate's Court against him alleging that he had beaten them for realising his dues from them, and that two workmen from South Joyramdangha colliery situated close to Monoharbahal colliery, namely Mahendra Das and Bejoy Bouri, had also filed similar cases against him and that he had been summoned in these cases. This lends support to the evidence of Shri S. C. Jha, Manager of the mine who deposed on behalf of the management, that Kartick Dhari was selling buffalo milk and lending money to workmen in the neighbourhood. The management produced the B form register of 1967 (Ext. A) showing that Kartick Dhari was employed at the colliery from 2nd January, 1967 to 8th February, 1967 only, and the Payment of Wages Register (Ext. B) for the year 1967 showing that for the weeks ending 7th January, 1967, 21st January, 1967, 28th January, 1967 and on 6th and 7th February, 1967 Kartick Dhari did work and received pay as General Mazdoor, and his name does not occur in any week after 7th February, 1967. The management also produced the attendance registers for both the pit and the incline of Monoharbahal colliery showing that Kartick Dhari attended only during the period claimed by the management, namely between 2nd January, 1967 and 8th February, 1967, and did not attend on any other date after 8th February, 1967. Shri K. C. Mitra appearing for the union has pointed out that the management did not produce registers relating to the period before 1967, and has urged that if the registers were produced, they might show that Kartick Dhari was in service in the previous years as claimed by him. But on behalf of the union the previous years' registers were not called for, and therefore an adverse inference would not be justified. On behalf of the management it has been explained that since the reference order referred to the service of Kartick Dhari being terminated with effect from 29th June, 1967, the management produced the necessary registers to show that Kartick Dhari did not actually work up to 28th June, 1967 but only up to 7th February, 1967. Kartick Dhari did not produce any satisfactory evidence to show that he was actually in continuous service from 1962 to 1966. Besides Kartick Dhari another witness, Shri Krishnananda Misra was examined for the workman, but he only proved that Kartick Dhari was a member of the colliery Mazdoor Union although he was not a member of the Branch Committee. He said that in his presence the manager once rebuked Kartick Dhari for going about with Krishnananda Misra who was the Secretary of the branch Committee of the colliery Mazdoor Union. But since Kartick Dhari was admittedly not even a member of the branch committee of the Colliery Mazdoor Union, there appears to be no reason why the management should take action against him for union activities. Krishnananda Misra said that the manager spoke to Kartick Dhari once in February, 1967 and once in 1968. He does not refer to the manager ever having spoken to Kartick Dhari in any previous year. Kartick Dhari produced some slips, Ext. 1 to Ext. 5, purporting to show that during 1962 to 1966, he worked as Trammer Sirdar or looseman, and got the slips weekly from the tub-checker Munshis, viz., Joy Gobind Singh, Parikha Singh and Pyarelal Chowdhury. But the manager S. C. Jha denied that Ext. 1-5 were genuine slips issued by the tubchecker Munshis; he said that such slips are issued in printed forms and that Joygobinda Singh and Pyarelal Chowdhuri never worked as tub-checker Munshis. Hence Ext. 1-Ext. 5 must be rejected. Kartick Dhari also produced Ext. 6, a certificate granted by the then Manager on 14th June, 1962, describing Kartick Dhari as U.G. trammer and looseman. But admittedly Kartick Dhari worked for some weeks in 1962. In the circumstances, I must hold that the claim of Kartick Dhari of continuous service until 28th June, 1967 has not been established, and I must accept the management's case that apart from casual employment for a few weeks in 1962 and in 1967 Kartick Dhari

was staying on at the colliery because his brother was there and he was doing business in buffalo milk. Since he was in purely casual and temporary service in 1967 for few weeks, his termination of service must be held to be justified.

5. My award therefore is that the management of Monoharbahal Colliery was justified in terminating the employment of Shri Kartick Dhari and this termination was on 8th February, 1967 and not with effect from 29th June, 1967 as mentioned in the order of reference. The workman in the circumstance is not entitled to any relief.

(Sd.) S. K. SEN.

Presiding Officer.

[No. 6/65/67-LRII.]

The 27th January, 1968.

New Delhi, the 9th February 1968

S.O. 632.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Calcutta, in the industrial dispute between the employers in relation to the East Chora Colliery, No. 10 Pit, Post Office Bahula, District Burdwan and their workmen, which was received by the Central Government on the 6th February, 1968.

### CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, CALCUTTA.

REFERENCE NO. 69 OF 1967

#### PARTIES:

Employers in relation to the East Chora Colliery, No. 10 Pit,

AND

Their workmen.

#### PRESENT:

Shri S. K. Sen.—*Presiding Officer.*

#### APPEARANCES:

*On behalf of Employers.*—Shri K. C. Nandkeolyear, Dy. Chief Personal Officer.

*On behalf of Workmen.*—Shri B. Chakrabarty, Org., Secretary, Colliery Mazdoor Sabha.

STATE: West Bengal.

INDUSTRY: Coal Mine.

### AWARD

By Order No. 6/58/67-LRII dated 26th August, 1967, the Central Government referred for adjudication an industrial dispute between the employers in relation to the East Chora Colliery, No. 10 Pit, P.O. Bahula, Dist., Burdwan and their workmen in respect of the matter mentioned in the following schedule:

"Whether the denial of a permanent job to Shri Sukhdeo Gore, Machine Helper with effect from the 15th May, 1967, by the management of Chora Colliery (No. 10 Pit and 1 and 2 Incline), was justified? If not, to what relief is the workman entitled?"

2. Neither party filed written statement but the parties appeared before the tribunal and stated their respective cases. According to the workman, he was in permanent service as machine mazdoor or machine helper from before 1964, and he worked continuously until the middle of May, 1967, when he was suddenly stopped from work. After making representations to the manager he was permitted to join again on 30th May, 1967, and was again stopped from work after 3 days and thereafter not permitted to work at all. The workman claimed reinstatement in his job on permanent basis.

3. According to the management, although Sukhdeo Gore was given work from time to time from 1964, he was a badli worker. His case and the case of 14 other badli workmen was taken up by the recognised union, the Colliery Mazdoor Congress, HMS, before the A.L.C., Central, Raniganj on 30th March, 1967, and thereafter there was a bipartite agreement on 29th April, 1967, between the workmen represented by the Colliery Mazdoor Congress and the Manager of the colliery, by which the manager agreed to take 6 of the 16 workmen in permanent service with immediate effect. He also agreed to give work to the other 9 badli workmen till they could be provided with permanent jobs. According to the management

view of this agreement by which Sukhdeo Gore was also bound, he was not entitled to raise a dispute again through another union, namely the Colliery Mazdoor Sabha, Raniganj, claiming that he was in permanent service and had been wrongfully stopped from work. According to the management, there is no branch of the Colliery Mazdoor Sabha, Raniganj at East Chora Colliery.

4. Shri Sukhdeo Gore deposed as a witness before the tribunal and said that he was in permanent service from 1964, and before and that on 9th March, 1964, he received a letter of appointment as competent person in the prescribed form from the management for working as machine mazdoor vide Ext. 1. According to the management such a letter of appointment as competent person in the prescribed form has to be given even to a badli or casual worker who is appointed as an underground machine mazdoor for one day and that when this letter of appointment as competent person dated 9th March, 1964, was given to Sukhdeo Gore he was not a permanent worker but a badli worker. The case of the management is supported not only by Shri A. K. Singh, Labour Welfare Officer of Chora Colliery but also by Shri B. M. Tiwari, Organising Secretary of the Colliery, Mazdoor Congress. Shri Tiwari proved the letter, Ext. B. which was written by the General Secretary of his union, Shri B. P. Jha, on 30th March, 1967, to the A.L.C., Central, Raniganj, complaining that the 15 workmen listed in the letter including Sukhdeo Gore had been working regularly in jobs of permanent nature for more than 4 years but they had not been made permanent and the A.L.C. was requested to take necessary action. According to Shri Tiwari, the parties appeared before the A.L.C., Central, Raniganj on 18th April, 1967, and agreed that they would try to settle the matter amicably; and that accordingly on return to the colliery Shri Tiwari talked with the manager and the Welfare Officer in presence of the 15 workmen concerned and ultimately arrived at an agreement by which it was agreed that 6 of the workmen would be given permanent service forthwith and that the remaining 9 would continue as badli workers until they could be provided with permanent vacancy. Ext. A is the agreement dated 29th April, 1967, signed by Shri B. M. Tiwari on behalf of the workmen and by the then Manager on behalf of the management. The agreement is also attested by Shri A. K. Singh who has deposed before the tribunal as well as by Sri K. P. Sircar, a clerk of the colliery office. Ext. A1 is a certified copy of the same agreement obtained from the file of the A.L.C., Central, Raniganj to prove that copies of agreement after it had been made were sent to the A.L.C., Central, Raniganj for information and record. According to the agreement and according to the evidence of Shri B. M. Tiwari, Sukhdeo Gore and other 14 workmen whose cases were taken up at the same time were all badli workmen, although they had worked in jobs of permanent nature for 3 or 4 years. Shri Sukhdeo Gore's name appears as No. 2 in the list of the 9 remaining workmen who were to continue to work as badli until they could be provided in permanent vacancies, in the agreement, Ext. A. Shri B. M. Tiwari's evidence is that shortly after this agreement had been made which was explained to all the workmen concerned, Sukhdeo Gore gave up his membership of the Colliery Mazdoor Congress. It was after that that he went to the Colliery Mazdoor Sabha with the claim that he was already a permanent workman and had been wrongfully stopped from permanent work. I have however no reason to disbelieve Shri Tiwari's evidence which is supported by the letter of complaint, Ext. B written by Shri B. P. Jha on 30th March, 1967, and the agreement, Ext. A dated 29th April, 1967. Although there may be rivalry between the Colliery Mazdoor Sabha and the Colliery Mazdoor Congress, there is no reason to think that Shri B. M. Tiwari has deliberately given false evidence about the workman concerned. On the other hand it appears to me that he was doing his best to advance the interest of the workmen who were long kept on the badli list by the management. Sri Gore's own evidence, that after having been stopped from work on 15th May, 1967, he was again permitted to work for 3 days from 30th May, 1967, goes to show that he was really a badli worker and not a permanent worker.

5. Accordingly, my award is that the denial of a permanent job to Shri Sukhdeo Gore, Machine Helper, with effect from 16th May, 1967, by the management of Chora Colliery was justified, Sukhdeo Gore being badli worker and not a permanent worker. Since the agreement, Ext. A, has not been repudiated by any notice, it must be held to be still binding and therefore I direct that Sukhdeo Gore should work as a badli worker at Chora Colliery and that the management should permit him to work as badli worker at that colliery until there is a permanent vacancy available for him when he should be given the permanent job in accordance with the agreement, Ext. A.

Dated, 30th January, 1967.

Sd./- S. K. SEN,  
Presiding Officer.

[No. 6/58/67-LR. II.]

## ORDERS

New Delhi, the 9th February 1968

**S.O. 633.**—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Damra Colliery of Messrs Kalapahari Coal Company Limited, and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute for adjudication to the Industrial Tribunal, Calcutta, constituted under Section 7A of the said Act.

## SCHEDULE

Whether the dismissal from service of Shri G. D. Banerjee, Mining Sirdar cum-Shot firer with effect from the 25th September, 1967 by the management of Damra Colliery of Messrs Kalapahari Coal Company Limited, Post Office Kalapahari, District Burdwan (West Bengal) was justified? If not, to what relief is the workman entitled?

[No. 6/91/67-LRII.]

New Delhi, the 12th February 1968

**S.O. 634.**—Whereas an industrial dispute exists between the management of Banki Colliery of Messrs National Coal Development Corporation Limited, Post Office Banki Mogra, District Bilaspur (Madhya Pradesh), (hereinafter referred to as the said Company) and their workmen represented by the M.P. Colliery Workers' Federation, Post Office Banki Mogra, District Bilaspur (Madhya Pradesh), (hereinafter referred to as the Union);

And whereas the said Company and the Union have by a written agreement, in pursuance of sub-section (1) of section 10A of the Industrial Disputes Act, 1947 (14 of 1947), referred the said dispute to the arbitration of the person specified therein, and a copy of the said arbitration agreement has been forwarded to the Central Government;

Now, therefore, in pursuance of the provisions of sub-section (3) of section 10A of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the said arbitration agreement, which was received by it on the 1st February, 1968.

## Arbitration Agreement

(Under Section 10-A of the Industrial Disputes Act, 1947)

## Names of the parties:

**Representing Employers**—Shri S. P. Mathur, Dy. Supdt. of Collieries Banki Colliery of M/s. N. C. D. C. Ltd. P.O. Bankimogra (Dist. Bilaspur), M.P.

**Representing workmen**—Shri Rambilas Sobhanath, Secretary, M.P.C.W.F. Banki Branch P.O. Bankimogra (Dist. Bilaspur), M.P.

It is hereby agreed between the parties to refer the following industrial dispute to the arbitration of Shri P. C. Rai, Regional Labour Commissioner (Central), Jabalpur.

## (i) Specific matters in dispute

(I) Whether the dispute specified in item II below has been validly raised?

(II) If so, whether the retrenchment of Shri Mahabir, Winding Enginemen with effect from 15th January, 1968 is legal and justified? If not, to what relief is he entitled?

## (4) Details of the parties to the dispute including the name and address of the establishment or undertaking involved.

**Employer** in relation to the Banki Colliery of M/s. National Coal Development Corporation Limited, P.O. Bankimogra Dist. Bilaspur, M.P. and their workmen represented by Madhya Pradesh Colliery Workers' Federation, P.O. Banki Mogra (Dist. Bilaspur), M.P.



- (iii) Name of the Union, if any, representing the workmen in question  
Madhya Pradesh Colliery Workers' Federation, P.O. Banki-Mogra, (Dist. Bilaspur), M.P.
- (iv) Total number of workmen employed in the undertaking affected  
1250.
- (v) Estimated number of workmen affected or likely to be affected by the dispute  
1

We further agree that the decision of the arbitrator shall be binding on us.

The Arbitrator shall make his award within a period of 3 months or within such further time as is extended by the mutual agreement between us in writing. In case the award is not made within the period aforementioned, the reference to arbitration shall stand automatically cancelled and we shall be free to negotiate for fresh arbitration.

Representing Employers

Sd/- S. P. MATHUR,  
4-1-68.

Representing Workmen

Sd/- RAMBILAS SOBHANATH,  
(in Hindi).

Witnesses:

1. Sd/- M. R. NAIR.
2. Sd/- M. M. TIWARI,  
Bankimogra,  
D/ 4.1.68.

[No. 5/2/68-LR.II.]

BALWANT SINGH, Under Sec'y.

(Department of Labour and Employment)

New Delhi, the 2nd February 1968

S.O. 635.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947) the Central Government hereby publishes the following award of the National Industrial Tribunal, Calcutta in the industrial dispute between the employers in relation to the management of Messrs M. W. K. INTERNATIONAL LIMITED INC., and their workmen, which was received by the Central Government on the 30th January, 1968.

NATIONAL INDUSTRIAL TRIBUNAL, CALCUTTA

REFERENCE No. NIT-4 of 1967

PARTIES:

Employers in relation to Messrs MWK International Limited Inc.,

AND

Their workmen.

APPEARANCES:

On behalf of Employers.—Shri K. P. Basu, Bar-at-Law along with Shri N. K. Raha, Advocate.

On behalf of Workmen.—Shri C. L. Ganguly, Advocate for MWK International Employees' Union, New Delhi, and on behalf

Shri P. K. Banerjee

Shri S. K. Lal

Shri S. K. Mohammed Ali

Shri H. N. Biswas

} Concerned workmen

Shri A. Sarkar, Advocate for M.P. Vidyut Karmachari Sangh.

AWARD.

By Order No. 17/6/67-LR.III dated 30th August, 1967, the Central Government referred for adjudication an industrial dispute between the employers in

relation to Messrs MWK International Limited Inc. and their employees in respect of the matter mentioned in the following schedule:

"Whether the workmen employed in the establishments of Messrs M. W. K. International Limited in the Union Territory of Delhi and the States of Madhya Pradesh, Bihar, Orissa and West Bengal are entitled to bonus for the years 1964, 1965, 1966 and 1967? If so, at what rates?"

2. Messrs M. W. K. International Inc. is an American firm which received contracts or sub-contracts in India in connection with the construction of Thermal Power Stations at various places in India e.g. Bandel in West Bengal, Chandrapura in Bihar, Talcher in Orissa, Satpura in Madhya Pradesh and Naharkatla in Assam and in the Union territory of Delhi. The firm got itself registered as a Company in India under the Indian Companies Act, vide Ext. E, certified copy of the entry showing registration in India of the company, at the office of the Assistant Registrar of Companies, Delhi, dated 4th July 1962. The company started work at Bandel in the latter part of 1962. Claim for bonus under the Payment of Bonus Act was first made at Bandel in West Bengal. According to one of the witnesses examined for the workmen, claim for bonus was raised in Bandel even in 1963, but no documentary evidence has been produced to prove this and according to the management the claim for bonus was first made in April, 1965, an Action Committee being set up to deal with the demand on behalf of the workmen. There was exchange of letters between the Action Committee and the management; the management took the stand that it was not making profit and no bonus was payable under the Payment of Bonus Act. The Action Committee gave strike notice on 8th March 1966 and one workman at Bandel started hunger strike on 16th March 1966. Thereafter at the intervention of Labour Commissioner, West Bengal a memorandum of settlement was executed on 19th March 1966 (Ext. C), it being agreed that the company would pay advance amounting to 6 weeks' wages against the claim of bonus for the years ending 31st December, 1964 and 31st December, 1965, and that the advance would be adjusted against the amount found due as bonus after the balance sheets had been scrutinised by the Labour Directorate along with the parties concerned. This agreement was followed by another agreement Ext. C1 on 20th May 1966 in which it was recorded that bonus for the year 1964 had been paid, and that bonus at the rate of 12% of the annual earning would be paid for 1965 and that persons who had been retrenched after 9th November, 1965 would have the bonus calculated and sent to them, and that in respect of the employees retrenched before that date their case would be taken up with the Labour Commissioner. In respect of the employees retrenched before 9th November, 1965, however there was no agreed settlement and the matter was referred to adjudication before the 5th Industrial Tribunal, West Bengal.

3. In the meantime work had been started by the company at Delhi and at Satpura. The workmen at these places also demanded bonus on the plea that workmen at Bandel had been given bonus. The company took the stand that under the Payment of Bonus Act it was not liable to pay any bonus as it was not making profit. As the dispute could not be settled the disputes were referred to adjudication to respective Industrial Tribunals. Thereafter at the instance of the management the dispute as a whole was referred to the National Industrial Tribunal and necessarily therefore the reference to adjudication before the 5th Industrial Tribunal, West Bengal and the Industrial Tribunals of Bihar and Madhya Pradesh were quashed.

4. The case of Naharkatla in the State of Assam has not been included within the scope of the reference to the National Tribunal; and though Bihar and Orissa are mentioned, the workmen from the units of Bihar and Orissa, i.e. the workmen employed at the Thermal Power Stations of Chandrapura in Bihar and Talcher in Orissa have not appeared and filed any claim. Written statements with claims have been filed only by the Employees' Union of Delhi, the Vidyut Karmachari Sangh of Madhya Pradesh and 5 retrenched workmen of Bandel, namely S/Shri R. K. Bhattacharjee, P. K. Banerjee, H. N. Biswas, S. K. Lal (Sk. Lal Mohammed) and S. K. Mohammad Ali who represented the 238 workmen said to be retrenched at Bandel before 9th November, 1965. The Employees' Union, New Delhi has claimed bonus at 20% maximum rate for the years 1965 and 1966 and 1967, alleging that the employers have discriminated against the workmen of Delhi as bonus was paid to workmen at Bandel and not to workmen at Delhi. The Madhya Pradesh Vidyut Karmachari Sangh has claimed bonus at 20% for the years 1964, 1965 and 1966. The five retrenched workmen of Bandel have stated that the workmen named in the list annexed with the reference order of 5th Industrial Tribunal, West Bengal are workmen who worked

at Bandel Thermal Power Unit during 1964 and 1965, and that though other workmen were paid bonus for 1964 and 1965 nothing was paid to these workmen who were retrenched before 9th November, 1965 and therefore they were entitled to payment of bonus for 1964 and 1965 at the same rate as was paid to the other workmen for these two years.

5. The company in its written statement said that though it has several units in India where it erected Thermal Power stations, all the units are regarded as constituting one unit for the purpose of accounting and a consolidated balance-sheet and profit and loss account is kept. According to the profit and loss account there was a net loss in the working of all the years beginning from 1962 except in 1964. But even in 1964 though there was a profit on the year's working the profit was more than set off by taking into consideration the losses in two previous years, 1962 and 1963 and therefore for the years from 1964 to 1966 the management is not liable to pay any bonus. As regards 1967, the management stated that the claim was premature, as reference was made on 30th August 1967, and the company's accounting year ended on 31st December, 1967, and the accounts would not be ready until June 1968. As regards the plea of discrimination, the management stated that they had been compelled to make the payment to the workmen at Bandel as they started go slow tactics and a workman actually went on hunger strike in enforcement of the claim for bonus, and accordingly though no bonus was payable under the Payment of Bonus Act the company had to make some payment in order to satisfy the workmen, and the management treated the same as conciliation money. The management pointed out that the payment for 1964 and 1965 was made on the basis of the pay of workmen in March, 1966 and not on the basis of the actual pay in 1964 or 1965 and that the company agreed to pay only workmen still in service and workmen who had been retrenched after 9th November, 1965. According to the management, the circumstance shows that the payment was not a payment of bonus according to the Payment of Bonus Act, but payment of conciliation money in order that work of the unit may progress satisfactorily as otherwise the company would have had to pay a heavy penalty for failure to execute the contract within the stipulated date.

6. Ext. A to A4 are the company's accounts and balancesheets for the years 1962 to 1966. As claimed by the management the profit and loss accounts of 1962, 1963, 1965 and 1966 show a net loss; and while the profit and loss account for 1964 shows a profit of Rs. 3,95,281, this is more than set off by the losses carried over from the previous years namely Rs. 8,13,012. According to the management though MWK International Inc. has been in existence in America for many years, the branch started in India after registration before the Assistant Registrar of Companies at Delhi on 4th July 1962 must be considered a new establishment and therefore Section 16 of the Payment of Bonus Act applies. The relevant portion of Sec. 16(1) is as follows:

"Where an establishment is newly set up, whether before or after the commencement of this Act, the employees of such establishment shall be entitled to be paid bonus under this Act only—

- (a) from the accounting year in which the employer derives profit from such establishment; or
- (b) from the sixth accounting year following the accounting year in which the employer sells the goods produced or manufactured by him or renders services, as the case may be, from such establishment, whichever is earlier".

as the MWK International executed contracts for the erection of Thermal Power stations for other parties, e.g. for the West Bengal State Electricity Board at Bandel, for the Delhi Electricity Board at New Delhi, for the Damodar Valley Corporation at Chandrapura and so on, there is no question of selling of goods produced or manufactured by the company. There is also no rendering of service like supply of electricity which would be done by principal party on taking over the Thermal Power stations after the construction is completed. Accordingly clause (b) has no application and only clause (a) applies i.e. the employer is liable to pay bonus from the accounting year in which the employer derives profit from such establishment. Explanation (II) of the section is as follows "For the purpose of Cl (a), an employer shall not be deemed to have derived profit in any accounting year unless—(a) he has made provision for that year's depreciation to which he is entitled under the Income-tax Act or, as the case may be, under the agricultural income tax law, and (b) the arrears of such depreciation and losses incurred by him in respect of the establishment for the previous accounting years have been fully set off against his profits." Thus for deciding whether or not in an accounting year the employer has derived anything as profit the arrears of depreciation

and loss for the previous accounting years are to set off. Though in 1964 the company made a profit that profit was more than set off by taking into account the losses of the two previous years. It must follow therefore that the company is not liable to pay any bonus to workmen in any of the establishments in India, as the balancesheets and profit and loss accounts show that the company has been keeping one consolidated account for all its units in India and they are under the same general manager.

7. Shri C. L. Ganguly appearing for the unions of Delhi and Calcutta has urged that since the company is an old company in America it should not be considered as a new establishment, and that the world profits of the company, particularly the profits made by the company in America, should also be taken into account in considering whether or not the company has made any profit. There is, however, no justification for such an argument. The Payment of Bonus Act applies only to establishments in India, and the authorities in India have no power to take into account the profits which are made by foreign firms in foreign countries. In fact under the scheme of the Payment of Bonus Act, even where an India company has branches outside India, the profit or loss of the branch outside India has to be left out of consideration for calculating the allocable surplus under the various schedules of the Act. Thus the 2nd Schedule, item 3(c) provides that loss or expenditure relating to any business situated outside India is to be added back and item 6(b) provides that profits and receipts relating to any business situated outside India are to be deducted. In other words, where an Indian company starts a branch outside India, the expenditure for running its business of the branch outside India and the profits if any earned therein if included in the consolidated account have to be separated out for calculating the allocable surplus. There is no provision anywhere in the Act and indeed there can be no provision, for taking into account profits of a foreign firm in foreign country.

8. Shri C. L. Ganguly has next urged that the tribunal is not limited to the Payment of Bonus Act and may from general consideration allow a bonus. In this connection Shri Ganguly has referred to the order of reference and pointed out that it only poses the question whether the workmen are entitled to any bonus; without mention of the Payment of Bonus Act. He has also referred to Sec. 22 of the Payment of Bonus Act, which provides that where any dispute arises between an employer and his employees with respect to the bonus payable under the Act or with respect to application of this Act to an establishment in a public sector, then such dispute shall be deemed to be an industrial dispute within the meaning of the Industrial Disputes Act, 1947 and has urged, that there is nothing to show that the dispute between the MWK International and their workmen at the various units are disputes under the Payment of Bonus Act. In 1967 II LJ 888 (Workmen of Indian Telephone Industry Limited v. Indian Telephone Industry Limited), an Industrial tribunal recorded the opinion that there was nothing in the Payment of Bonus Act to take away the legal rights of workmen not covered by the Act and that the LAT formula is applicable to a case where the Payment of Bonus Act does not apply e.g. to a non-competitive public sector undertaking like the Indian Telephone Industry. With due respect, I must express my disagreement with this view. Since the enactment of the Payment of Bonus Act 1965 on the basis of the report of the Bonus Commission which was set up to recommend a formulae for profit-sharing bonus, it must be held that all cases of profit sharing bonus must be governed by the Payment of Bonus Act. This view was taken by the Maharashtra High Court in the case 1966 II LJ 764 (Bhuleswar, Swadeshi Mart and its workmen) where it is held that once an Act is passed in a certain matter no other law shall apply unless expressly saved by the Act. I must hold, therefore, that there can be no award of a bonus under LAT formula or from general consideration once it is found that under the Payment of Bonus Act the workmen are not entitled to any bonus.

9. Shri Ganguly has next urged that in any case a minimum bonus of 4 percent would be payable under the Payment of Bonus Act even for newly established undertakings. He has urged that since Section 10 of the Act which provides for the payment of the minimum bonus, says that the minimum bonus shall be payable subject to the provisions of Sections 8 and 13, and does not say that it would be payable subject to Section 16, it should be understood that minimum bonus is payable even when Sec. 16 applies to a case. It is clear however that Sec. 10 refers to Secs. 8 and 13 because they set out the conditions of eligibility of bonus. Section 8 provides that an employee is not entitled to bonus unless he has worked for at least 30 working days in the year in question. Section 13 provides that where an employee has not worked for all the working days in an accounting

year but has worked for more than 30 days, the minimum bonus shall be proportionately reduced. Thus these are general provisions applicable in all cases where bonus is payable, including Sec. 16. There was therefore no occasion to mention Sec. 16 in Sec. 10. Section 16 contains a special provision with respect to certain establishments, and it is an accepted canon of interpretation that special provisions govern general provisions. Similarly there is no Reference in Section 10 of Section 32 which specifically excludes various undertakings from the operation of Payment of Bonus Act. It certainly cannot be argued that in spite of Sec. 32 which has excluded certain undertakings, a minimum bonus of 4 percent would be payable in those undertakings also under Sec. 10. Accordingly, I must hold that there is no substance in the argument that a minimum bonus of 4 percent would be payable in any case.

10. Shri Ganguly has next urged that it was for the company to produce evidence in support of the figures in the balancesheets and in the absence of such supporting evidence the entries in the balancesheet cannot be taken to be correct. In particular he has commented adversely against certain items charged to expenditure in the balancesheet e.g. loss on account of devaluation, miscellaneous expenses, customs duty and depreciation. In support of the proposition that the company should produce supporting evidence to prove figures in the balance-sheet, reference has been made to two cases of the Supreme Court, namely 1960 I LLJ 541 (Khandesh Printing & Weaving Mills Company Ltd. and Rashtriya Girni Kamgar Sangh) and 1960 I LLJ 548 (Petlad Turkey Red Dye Works Company Ltd. and Workers union). In both these cases it was held that the balance-sheet and profit and loss account are prepared by the employers and the labour have no concern with them, and that the principles of equity and justice therefore require that industrial tribunals would insist upon a clear proof of the same and give adequate opportunity to labour to canvas the correctness of particulars furnished by employers. These comments were however made by the Supreme Court in connection with the claim by the employers for rehabilitation grant which was allowable under the LAT formula. In respect of rehabilitation grant the Supreme Court laid down that the management must strictly prove their claim and the production of the balancesheet was not sufficient. The allowance for rehabilitation has altogether been omitted by the Payment of Bonus Act; and Sec. 23 of the Payment of Bonus Act provides that there is a presumption of accuracy of the balancesheet and profit and loss account of a company which has been examined and certified by a qualified firm of auditors. Even before the enactment of Sec. 23 of the Payment of Bonus Act, the Supreme Court had held that generally speaking the figures appearing in the Profit and Loss Account of the company should be accepted as basic figures when working out the bonus formula and that only in clear cases where the impugned item is patently and obviously extraneous to the business that a plea for its exclusion should be entertained, vide 1959 I LLJ 644 (Associated Cement Company and their workmen). Accordingly, the figures in the balancesheet and profit and loss account, Exts. A to A4 cannot be rejected or considered doubtful merely because the company have not produced its register of assets and other registers to prove that the figures are correct. As regards the figure for loss charged to expenditure due to devaluation for which Rs. 35,73,500 has been claimed in the profit and loss account of 1966, the company has produced some supporting evidence. In order to meet expenditure in India, the company had to obtain remittances from their parent office in the United States of America and such remittances were obtained from 1964. Necessarily all the cash remittances received from the Head office must be repaid from the earnings by the branch established in India from the work executed in India, and the company obtained permission from the Reserve Bank that the cash remittances would be repatriated in dollars. Ext. K is the statement showing the statement of dollar remittances from 1964 to 1967. From 1964 until 5th June, 1966 the company obtained cash remittances of 13,00,000 dollars. The then exchange value was approximately Rs. 4.75 per dollar but after devaluation of rupee the value of a dollar became Rs. 7.50. The difference in the rupee value of 13 lakhs dollars is Rs. 35,73,500. This appears in the statement Ext. K and this is the amount charged in the profit and loss account of 1966 as loss in exchange on account of devaluation of rupee. In view of the liability of the Indian branch to repatriate the cash received in dollars it was necessary for the management to set aside the extra sum of Rs. 35,73,500 and that is what was done in the account of 1966, and it cannot be said that there was anything wrong or that this was done only to minimise the profits.

11. Shri Ganguly also challenged the figure for depreciation in the profit and loss account of each of the years alleging that these have been calculated on arbitrary basis and not on the basis of depreciation allowable under the Income

**Tax Act.** An annexure to the profit and loss account of each year gives details of the depreciation charged, and at the instance of the union the company also filed true copies of the calculations for depreciation which the company had submitted to the Income Tax authorities for the accounting years 1964, 1965 and 1966. These are marked Ext. I, I(1), I(2). The figures in these statements tally with the figures shown in the profit and loss account of the corresponding year. Accordingly, there is no reason to reject the figures for depreciation as inflated. In respect of depreciation of temporary buildings at Bandel, Shri Ganguly claimed that the company had charged a higher percentage of depreciation than is allowable under the Income Tax Act. Under the Income tax Act for temporary buildings depreciation allowable is 15% but the company charged depreciation at 33 $\frac{1}{3}$ % for 1963 and 1964 and at one-half of that i.e. 16-2/3rd percent for 1965 and 1966. Shri K. P. Basu appearing for the management has explained this by saying that under the contract with their principals, the company have to demolish and remove all the temporary hutments erected by it for accommodating employees from the worksite at Bandel when making over the finished Thermal project station to their principals. Originally the work was to be completed within three years, but afterwards by mutual agreement the period of execution was increased by another year. Accordingly for the first two years the company charged depreciation at 1/3rd on the basis that after third year the whole thing would have to be demolished. But for the 3rd and 4th years the depreciation was charged at 1/6th only because the period of execution of the project had been extended by one year, and the remaining book value of the temporary buildings was divided between the two remaining years. In view of the explanation given by the management the claim for depreciation at 33-1/3rd percent on the temporary buildings for 1963 and 1964 must be accepted.

12. As regards customs duty, Shri Ganguly has pointed out that these are considerable amounts claimed, e.g. in the accounts for 1966, in the account for the Satpura job, Rs. 5,33,552 is shown as spent on customs duty, clearing, forwarding, freight, etc. and for the Delhi job, Rs. 4,99,412 shown as spent on customs duty, clearing, forwarding, freight, etc. According to the evidence given on behalf of the management, heavy machinery for the Thermal project stations was paid for in America direct by the Government of India, and customs duty for importing the same was also paid by the Government of India. The heavy machinery was then made over to the MWK International for erection at the various sites, e.g. Bandel, Chandrapura, Satpura, etc. It has therefore been urged that the company had no reason to spend a lot of money on custom duty. Mr. R. Howard, General Manager, has explained that customs duty had to be paid on certain items of gear for transporting heavy goods and machinery. The company imported valuable rigs for the purpose taken as loan from its parent office in America, but when the rigs were brought into India, customs duty had to be paid on the same. On re-export if any done after three years no refund is obtainable. Even when re-export is made within 3 years only a small portion of the customs duty paid is refundable. In the circumstances the company had to incur some expenditure in paying customs duty. Moreover the items mentioned includes not only customs duty but the amounts charged for clearing, forwarding and transporting of heavy goods from the Port where the machinery was imported to the site where the same had to be erected. In the circumstances, I find no reason to doubt the correctness of the expenditure claimed on account of these items in the 1966 accounts.

13. Shri A. Sarkar appearing for the Madhya Pradesh union raised objection to the items of expenditure shown against tools consumed and small tools written off. In 1966 for the Satpura project the expenditure on tools consumed is shown as Rs. 62,906 and small tools written off as Rs. 53,977. For Delhi job the figure for tools consumed is Rs. 68,777 and small tools written off Rs. 21,086. It is however well known that many tools e.g. hack-saw blades can be used only a few times and then break off and in a project considerable size, consumption of such tools must be considerable. Similarly some tools become unserviceable after some use e.g. spanners which lose their grip after some use. They have to be discarded and written off. Considering the size of the projects the amounts claimed cannot be considered unduly high.

14. Objection was also raised to the amount claimed as miscellaneous expenses. The witness for the management however described some heads which would fall within miscellaneous expenses. The accounts having been duly audited by a qualified firm of auditors, I see no reason to doubt the figures for miscellaneous expenses as appearing in the balancesheets. Shri Ganguly has urged that some of the expenditure under the heads mentioned might include expenditure of a

asset register and other original registers to support figures given in the annual accounts and balancesheets, he has urged that certain portions may be added back as representing capital expenditure. In support of this proposition Shri Ganguly has referred to the case 1964 I LLJ 320 (Burn & Co. and their workmen). In that case the union contended that the expenditure under the heads (i) raw and other materials, (ii) stores and spare parts consumed, (iii) repairs to buildings and (iv) repairs to machinery, did not all represent revenue expenditure but that some capital expenditure was included. As the company produced no evidence except the audited balancesheet and profit and loss account, the tribunal decided to add back 2½ percent of the expenditure under aforesaid heads as capital expenditure, and the Supreme Court held that in the circumstances it could not be said that the tribunal acted without jurisdiction. In view of Section 23 of the Payment of Bonus Act however, it is no longer possible to reject the figures in the balancesheets audited by a qualified firm of Chartered Accountants merely because no independent supporting evidence has been produced. It is for the union to adduce some evidence or show good reasons for holding that certain items are likely to be wrong, only then the tribunal may call for supporting evidence. In the present case the union has not produced any evidence to show that any item included in the audited annual accounts and balancesheets are wrong. There is no scope therefore for adding back any portion of the expenditure under small tools consumed or under any other head as capital expenditure. Moreover, the company was merely executing certain projects, setting up Thermal stations, for which the heavy machineries were supplied by the Government of India. The company has no need to build up any capital assets in India because it would wind up its work after the projects are finished. I must therefore accept the figures in the annual accounts and balancesheets and hold in view of Section 16 of the Payment of Bonus Act that no bonus is payable to the workmen for any of the years 1964, 1965 and 1966.

15. So far as 1967 is concerned, I hold that the claim is premature. If the audited profit and loss account shows a profit after setting off the loss of the previous years, only then the workmen would be entitled to a bonus, but the question of bonus for 1967 must be left open until the profit and loss account and balancesheet for the accounting year 1967 has been prepared by the Company and the same has been audited.

16. In respect of workers of Delhi and Satpura a claim was made on the ground that as some workmen had been paid bonus at Bandel it amounted to discrimination on the part of the company to refuse bonus to the workmen at Satpura and Delhi. But the company's contention is that the payment of so called bonus to certain workmen at Bandel was really a payment of some conciliation money to induce the workmen to work in earnest so that the project might be finished in time. The correspondence which passed between the parties lends support to this argument of the management. Ext. H is a letter from the Action committee dated 8th March 1966 demanding bonus and threatening a strike. Ext. H1 is the General Manager's reply dated 9th March 1966 stating that no bonus under the Payment of Bonus Act is payable as the company had been making no profit. Ext. G is the notice that hunger strike would begin on 16th March 1966 and there is evidence that one workman actually started hunger strike on that date. In the meantime there were other letters written by Shri S. R. Sharma, Convenor for the Action committee namely Exts. H2, H3 and H4 dated respectively 10, 12 and 14th March and the reply of the General Manager Ext. H5 dated 15th March mentioning that the company could only pay bonus if they are liable under the provisions of Bonus Act. After the hunger strike started (Shri S. R. Sharma was the workman who went on hunger strike), the company wanted to settle the matter particularly as from that time the workmen had adopted go-slow tactics. Exts. C, C1 and C2 are the memorandums of settlement. The first memorandum dated 19th March, 1966, Ext. C, mentions that the company having agreed to pay an advance amounting to 6 weeks' wages against the claim of bonus, the workmen would call off the hunger strike and other forms of agitation and would make up the loss of production during the period from 16th March 1966 to 19th March 1966 and there would be no interruption of work in future. This indicates that there was interruption of work over the claim for bonus, and what the company agreed to pay was not bonus but 6 weeks' wages as advance payment against the claim for bonus, to be adjusted against the amount which would be found payable as bonus. Ultimately however the company paid up 6 weeks' wages for the year 1964 and 12 per cent for the year 1965, but the payment was made on the basis of the workmen's wages in March, 1966. In March 1966 the workmen's wages were considerably higher than in 1964 and 1965, because the company in order to induce quick work

was giving increment by 10 percent after every 6 months. Thus PW 3-Lal Mohammad examined from among Bandel workmen stated that when first appointed in December, 1963 he was paid Rs. 5/- per day but his pay increased to Rs. 9.35 per day before he was retrenched, which was before 9th November, 1965. On behalf of the union, it was pointed out that in the envelope in which the money was enclosed and paid to the workmen, the special payment was described as bonus *vide* the Speciman pay packet envelope, Ext. 1. But considering all the circumstances, it is clear that the payment was not a bonus paid according to Payment of Bonus Act, but it was a payment made in order to induce the existing workmen not to adopt go-slow tactics and to work earnestly that is why the existing workmen were paid not on the basis of their pay during the years 1964 and 1965, but on the basis of pay as prevailing in March 1966, and the company paid bonus to workmen then on the rolls or retrenched after 9th November, 1965, but did not pay bonus to the workmen who had been retrenched before 9th November, 1965. On behalf of the union reference has been made to certain decisions to show that when bonus is paid to some workmen it should be paid to all workmen, e.g. 1960 I LLJ 809 (Pairce Leslie & Co. Ltd. and their workmen) and 1961 I LLJ 644 (Burmah Shell Refineries Limited and their workmen). It has been urged that when bonus has been paid to some workmen in Bandel it should be paid to all, namely workmen of Bandel who were retrenched before 9th November, 1965 and the workmen in the Satpura in Madhya Pradesh and Delhi. But I accept the contention of the management that the payment to some workmen at Bandel was a sort of forced payment made in order to conciliate them and induce them to work earnestly and was not a bonus within the meaning of the Payment of Bonus Act. Accordingly, there can be no claim for a payment of bonus to the retrenched workmen of Bandel who had lost their job before 9th November, 1965 or to the workmen of Delhi and Satpura. It also appeared in evidence that the five workmen purporting to represent 238 retrenched workmen of Bandel did not obtain authority from many of them to press a claim for bonus.

17. My award therefore is that the workmen employed in the establishments of Messrs M. W. K. International Limited Inc in the union territory of Delhi and the states of Madhya Pradesh, Bihar, Orissa and West Bengal are not entitled to bonus for the years 1964, 1965 and 1966. As for 1967, the claim is premature and is rejected accordingly, but may be raised if the company's profit and loss account for 1967 shows a net profit after allowing for the loss of the previous years.

Dated 24th January, 1968.

Sd/- S. K. SEN,  
Presiding Officer.  
[No. 17/6/67/LRIII]

**S.O. 636.**—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal Calcutta, in the Industrial Dispute between the employers in relation to the Punjab National Bank Limited, Calcutta, and their workmen, which was received by the Central Government on 25th January, 1968

### CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, CALCUTTA

REFERENCE No. 72 OF 1967

#### PARTIES:

Employers in relation to the Punjab National Bank Limited, Calcutta,

AND

Their workmen

#### APPEARANCES:

*On behalf of Employers.*—Shri A. Roy Choudhury, Staff Officer.

*On behalf of Workmen.*—Shri S. N. Banerjee, Genl. Secretary, Punjab National Bank Shramik Union.

STATE: West Bengal.

INDUSTRY: Banking

#### AWARD

By Order No. 51/49/67-LRIII dated 13th September 1967, the Central Government referred for adjudication an industrial dispute between the employers



in relation to the Punjab National Bank Limited, Calcutta and their workmen in respect of the matter mentioned in the following schedule:

"Whether the action of the management of the Punjab National Bank Limited, Calcutta, in requiring Shri Harihar Singh, Godown Chowkidar, to retire from service with effect from the 1st July, 1967, was justified? If not, to what relief is the workman entitled?"

2. According to the Punjab National Bank Shramik Union which has taken up the cause of Harihar Singh, Godown Chowkidar, Harihar Singh was born in 1914 and that was the age which he gave to the authorities after his appointment and that was the age originally recorded in the identity form which was filled up by the office in respect of him. Subsequently this identity form was tampered with and the year 1914 was changed into 1907, and on the basis of the altered identity form the Bank management gave him notice of retirement with effect from 1st July, 1967. Accordingly, the union wanted that the order for retirement served on Harihar Singh should be held invalid and that the Bank should be directed to let him continue in service until 1st July, 1974.

3. The union also made out an alternative case. In the case of some class IV employees whose year of birth had not been noted even after they had long continued in service, the Bank accepted the medical certificates given by a Presidency Surgeon as proof of age. This was done recently in the case of two class IV employees namely, Bhabhang Singh and Baijnath Singh. Harihar Singh on getting two months' notice before retirement, saw the same Presidency Surgeon, Dr. S. K. Mukherjee of Richy Road and obtained a certificate from him on 25 April, 1967 that he appeared to be of the age of 59 years. According to the union, Harihar Singh ought to be allowed to remain in service at least until 25th April, 1968.

4. According to the management the year of birth of Harihar Singh was never recorded in the identity form or the Bank's service register as 1914, but originally in the identity form there appears to have been the year 1904 entered and this was altered by overwriting into 1907; the altered figure appeared scored through, and 1907 written under the initial of the then establishment section clerk. In the service register the year 1907 appeared without any overwriting. In the circumstances, according to the Bank management, there has no occasion to accept Harihar Singh's claim based on a horoscope which he produced that his year of birth was 1914 or even to accept the medical certificate from Dr. Mukherjee as proof of his age.

5. The identity form was marked on admission as Ext. A. It is clear that the year of birth as noted therein could not have been 1914, because the overwriting occurs only in the 4th digit and the digits 190 are clear in the original recording of year of birth. The correction was done under the initial of Shri A. K. Chakravorty who was examined as a witness for the management and who was at the relevant time a clerk of the establishment section of Punjab National Bank, Canning Street Branch, when Harihar Singh was employed. He stated that 3 or 4 years after the peon had been appointed, this identity form was filled up, and the correction as to the year of birth occurs because Harihar Singh when questioned about the year of birth once gave the year as 1904 and again as 1907, and when he was asked to state the year correctly he gave it as 1907. The original service register has been produced; the relevant page therein being marked Ext. B. It clearly shows the year 1907 without any correction or overwriting. In the circumstances the contention on behalf of the union that originally Harihar Singh's year of birth was recorded as 1914 and that it was altered by overwriting into 1907 falls to the ground.

6. Previously the retiring age for Bank employees was 55 but an employee could be retained in service upto 58 provided on medical examination he was found to be fit. The management produced three letters, Exts. C, D and E dated 16th December 1961, 28th December 1962 and 25th January, 1964 respectively, informing Harihar Singh that he would be completing 55 years of age on 1st July 1962 (Ext. C), 56 years on 1st July 1963 (Ext. D), 57 years on 1st July 1964 (Ext. E), and requiring Harihar Singh to apply in the enclosed form and get himself examined by the Bank's Medical Officer, Dr. R. P. Jasoria, as to his continued fitness. Thereupon without any protest Harihar Singh filled up the enclosed forms and got himself examined by the Bank's Medical Officer. The certificates of fitness signed by the Bank's Medical Officer are Exts. C2, D2, and E2. Ext. C3, D3 and E3 are the management's letters informing Harihar Singh that he was being retained in service for one year more on each of the three occasions. Shri A. N. Banerjee, General Secretary of the union appearing on

behalf of Harihar Singh has urged that when the management asked the peon in question to appear before the Bank's Medical officer for fitness certificate as a condition for being continued in service for one year more, the peon could not very well refuse, and that this ought not be taken as admission on the part of peon that he would really complete 55 years on 1st July 1962 or 56 years on 1st July 1963 or 57 years on 1st July 1964, because Harihar Singh had in 1960 submitted a petition to the management for accepting his year of birth as 1914 on the basis of a horoscope which he produced. This application by Harihar Singh dated 13th May 1960 was also produced, by the management and marked Ext. 1. The management replied on 3rd June 1960, *vide* Ext. 1/1, that the horoscope could not be accepted as evidence and that there was no doubt about the year of birth of Harihar Singh. Harihar Singh made representations subsequently also, *vide* Ext. 1/2 dated 19th November 1963, Ext. 1/4 dated 17th April 1965 and Ext. 1/5 dated 26th April 1967 but these were rejected by the management.

7. Under Desai award the retiring age was 58 but after the bipartite agreement between the banks and the bank employees the retiring age was raised to 60 Harihar Singh completed 58 years according to the records of the bank on 30th June 1965. Accordingly he was given two months' notice of retirement by a letter dated 22nd April, 1965, Ext. F. But thereafter negotiations between the banks and the employees Federation started, and as a result of an interim agreement the banks agreed to stay retirement of their employees at the age of 58 until the negotiations with the Federation were completed. Instructions to that effect were received at the Canning Street Branch of the Punjab National Bank after 1st July, 1965, when Harihar Singh had left for his village home in Gaya district, *vide* Ext. G, dated 6th July, 1965. Ext. G/1 is a letter dated 12th July, 1965 sent by registered post to Harihar Singh's home address in Gaya district recalling him to service without prejudice to the bank's right to retire him at any time thereafter. Being thus recalled Harihar Singh came back and rejoined his post. The last letter giving notice of retirement is Ext. H dated 24th April, 1967. It is after receiving this letter that the peon went to Dr. Mukherjee and got the certificate Ext. 1 on 25th April, 1967. Now, estimate of age by the Medical Officer without X-ray photograph or clinical examination can only give the approximate age, and so the bank had no reason to accept the age estimated by Dr. Mukherjee in preference to the age recorded in the bank's records. It is admitted on behalf of the bank that in respect of Bhabhang Singh and Bainath Singh who deposed as witnesses for the union, the medical certificates of Dr. Mukherjee giving an estimate of their approximate age were accepted, but the management explained that in their case their years of birth had not been recorded at all in the bank's books or identity forms. In the circumstances, I cannot accept the argument of Shri Banerjee that in accepting the estimate of age by Dr. Mukherjee in respect of two peons and not accepting the same in the case of Harihar Singh, the Bank was guilty of discrimination.

8. Shri Banerjee has referred to certain decisions, e.g. AIR 1963 MP 325 (Bhanwar Singh V State of Madhya Pradesh) where it was held that the entry in the service register as to age could not be given much importance in all circumstances and that when the employee claimed that his age was less than the recorded age, the management should give him an opportunity to prove the same. But in that case the appellant Bhanwar Singh at the time of his entry into service had given his age 19; the Assistant Surgeon who looked at the applicants for entry into service gave his opinion that Bhanwar Singh must be 22, and so the employers recorded his age as 22 and fixed the date of birth accordingly. It was in these circumstances that the Madhya Pradesh High Court held that the service record should not be given much weight as it was not prepared according to the statement of the appellant but on the opinion of an Assistant Surgeon who did not carry out any scientific examination. The present case is quite different, because the year 1907 was recorded on the statement of the peon concerned, *vide* the evidence of Shri A. K. Chakravorty.

9. My award therefore is that the action of the management of Punjab National Bank in requiring Shri Harihar Singh, Godown Chowkidar, to retire from service with effect from 1st July, 1967 was justified and the workman is not entitled to any relief.

Dated, Calcutta, the 20th January, 1968.

Sd/ S. K. SEN,  
Presiding Officer.

[No. 51/49/67-LR.III.]

New Delhi, the 5th February 1968

**S.O. 637.**—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal Allahabad in the Industrial Dispute between the employers in relation to the State Bank of India and their workmen, which was received by the Central Government on 30th January, 1968.

**BEFORE THE INDUSTRIAL TRIBUNAL (CENTRAL), ALLAHABAD**

*Dated, Allahabad, January 25, 1968*

**PRESENT:**

Sri Mithan Lal—Presiding Officer.

REFERENCE (C) 3 OF 1967

**BETWEEN**

M/s. State Bank of India, Sitapur Branch

**AND**

Sri K. B. Mahendra, Money Tester

**APPEARANCES:**

*On behalf of the Employers*—1. Sri R. S. Gupta, Staff Officer.  
2. Shailendra Swarup, Advocate.

*On behalf of the Workman*—Sri O. P. Nigam, General Secretary, U.P. Bank Employees Federation.

**INDUSTRY:** Banking.

**DISTRICT:** Sitapur.

**AWARD**

The Central Government in exercise of the powers conferred by Section 7-A and clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act 1947 (14 of 1947) referred the following industrial dispute for adjudication under Notification No. 51(63)/66-LRIV, dated New Delhi the 9th June, 1967 :—

“Whether the action of the management of the State Bank of India, Sitapur Branch in not absorbing Sri K. B. Mahendra, Money Tester, in the Bank's permanent service and terminating his services with effect from the 4th March, 1965, was justified? If not, to what relief is the workman entitled?”

The facts are not much in dispute. It is admitted that K. B. Mahendra joined the service of State Bank Sitapur Branch as a temporary Money Tester on 1st April, 1960 and continued to work on that post from time to time till his services were terminated with effect from 4th March, 1965. All the appointments which were given to Mahendra were temporary and for specified periods. They were also on the basis of his applications which are Exs. E/1 to E/11. The total service record of Mahendra is contained in Ex. E/17. It goes to show that he worked for about 44 days in 1960, 76 days in 1961, 150 days in 1962, 251 days in 1963, 297 days in 1964, and 42 days upto 4th March in 1965. It shows the total period of 860 days' service. Mahendra's date of birth is 1st November, 1936. He was 23 years and 5 months of age when he joined the service. It is also not disputed that a written test and interview for filling in the post of money tester was held on 8th March, 1964. The Employment Exchange was also asked to send ten candidates. Exs. W/3 and E/14 are copies of the letters sent to the Employment Exchange. K. B. Mahendra also made an application to the Agent for giving him permission to sit in the examination. Ex. W/2 is a copy of the said application. The permission was granted by the Agent and Ex. W/4 is the copy of the same. The parties' representatives also made an admission in their statement recorded at paper No. 26-A that out of the whole lot of the candidates, Mahendra was the only person who qualified in the test for the post of Money Tester. During the period Mahendra remained in the employment of the Bank his work was always found to be good. After the examination Mahendra made representations that even though he was the only successful candidate in the test he had not been appointed. Copies of the said applications are Exs. W/5 to W/8. Besides stating about his success in the test Mahendra also stated that he was over age and his case should be considered favourably. Even earlier on 2nd January, 1963 Mahendra made a request for being absorbed permanently in the service of the Bank as he was getting over age and Ex. W/1 is a copy of the said application. What is not admitted is that K. B. Mahendra should have been given a permanent appointment.

According to the case set up by the workman a clear vacancy in the Branch Office Sitapur for the appointment of a permanent Money Tester was declared and it was for filling that vacancy that he was permitted to appear in the test and was the only candidate selected. The Bank, however, instead of making him permanent unjustifiably and illegally terminated his services. The action is said to be unjustified because—

- (i) The Bank and the management very well knew that the workman had become over age after attaining the age of 25 years on 1st November, 1961 but he was allowed to continue in service;
- (ii) that he was allowed to appear in the test and interview on 8th March, 1964;
- (iii) even after the test he was allowed to continue by the management of the Bank though he had become overage; and
- (iv) in spite of representations the Bank never informed Mahendra that he could not be absorbed permanently because he had become overage.

It is said that the order of termination of his service on the ground of his becoming overage is not justified and the Bank should have made him permanent after relaxation of the question of age.

It has been prayed that the workman be reinstated and taken in the permanent service of the Bank after waving the clause relating to age.

The Bank has pleaded, *inter alia*, that K. B. Mahendra was employed as a temporary Money Tester from time to time to fill in leave vacancies or as an additional hand to cope with the temporary increase of work. He as a temporary employee has no right to become permanent, particularly when the appointment was for specific periods.

Mere passing of a test does not confer any right. The Bank had also admitted in paragraphs 5 and 16 of their reply-statement that there was a permanent vacancy of Money Tester in Sitapur Branch. These paragraphs were sought to be amended by making two applications on the ground that the vacancies were not of permanent Money Tester but supernumerary vacancies. Since this would have changed the entire case and even if the application had been allowed there was still another allegation in para. 6 of the reply-statement, (which was not sought to be amended, that is there was a permanent vacancy of Money Tester at Sitapur Branch for which a test and interview were held in March, 1964). The applications were rejected as it would have amounted to taking inconsistent pleas. Some other allegations made on behalf of the workman were also controverted but the main fact remains admitted.

It may also be stated that in para. 18 of the reply-statement it was stated that the dispute was not an industrial dispute as it was not covered by Section 2-A of the Act nor the matter related to the service condition nor it is a case of discharge or dismissal. No issue on this plea was framed because according to the rejoinder of the workman the dispute was covered by Section 2(k). The pleas taken in paras. 18(a) and (c) of the reply-statement did not require framing of any issue because the workman never alleged that it was a case of discharge or dismissal. He throughout claimed that he was appointed on temporary vacancies on which further issues were framed. The Bank again wanted to take a different stand by moving an application (paper 16-A) relating to the sponsoring of the dispute and competency of the Union. This again could not be permitted because this was totally an after-thought and if the Bank wanted to take such a plea it should have been taken in the reply-statement and not by means of a separate application made just before the final hearing of the case.

From the pleadings of the parties the following issues were framed :—

- (1) Whether K. B. Mahendra remained in continuous service of the Bank from April, 1960 and the breaks in his service were so minor as not to interrupt the continuity of his service?

OR

- (2) Whether the said workman was employed only temporarily from time to time as a Money Tester and so his service was not continuous, but even if the breaks are not taken into consideration, he had no right to hold the post or rank and to become a permanent employee of the Bank?
- (3) Whether there was any mistake in permitting the applicant to sit for the test and if not, whether his mere appearance in the test without declaration of the result entitled him to be made permanent?

### Findings

**Issue Nos. 1 and 2.**—It is evident from the applications for appointments made by Sri Mahendra which are Exs. E/1 to E/11, as well as the statement, Ex. E/17, that whenever Mahendra was appointed he was appointed on temporary post for a particular day or days or particular period. There was break in his service from time to time as given in the admitted facts. The maximum service which he put in any one year was 297 days in 1964. Sri O. P. Nigam, the representative, of the workman, has not pressed the point that the service of Mahendra was continuous. He has also admitted that he was appointed temporarily from time to time as Money Tester. It has also not been disputed, in fact Sri Nigam admitted, that a temporary employee appointed for specific periods from time to time, has no right to claim permanency merely because he was given temporary chances. His main stand is on the plea contained in issue No. 3 as well as the matter of dispute and also upon the conduct of the Bank. It must be held that K. B. Mahendra did not remain in continuous service of the Bank from 1st April, 1960 till his services were terminated with effect from 4th March, 1965. He was appointed temporarily from time to time for specific periods and he has no right to claim permanency merely because he was temporarily appointed.

**Issue No. 3.**—On behalf of the Bank Sri R. S. Gupta, Staff Officer, came into the witness box. He did not state a word that there was any mistake on the part of the Agent of Sitapur Branch to permit Mahendra to appear in the test and interview for the permanent vacancy of Money Tester. The then Agent of the Bank has not been examined to support this plea of the Bank.

The facts and circumstances of the case show that there was no mistake in permitting Mahendra to appear in the test. Firstly because Mahendra already being in the service of the Bank from 1st April, 1960 i.e. for the previous about four years and his date of birth being on the records of the Bank, the Bank knew that he had crossed the age of 25 years. Mahendra had also made an application on 2nd January, 1963, stating that he had crossed the age limit fixed by the Bank and he was at that time about 26 years of age. He further prayed that the age limit may be relaxed in his case and he might be given a permanent appointment. In the face of this application the Bank could not plead that there was any mistake in permitting Mahendra to appear in the test. He was deliberately allowed to appear and the circumstances further show that the Bank wanted to retain Mahendra in service as his work had been good and he had also topped the list of the candidates in the test and for that reason the Agent appears to have recommended relaxation of age in his case. An indication of it appears from the letter, Ex. E/16. It may be that the result of the test might not have been communicated to Mahendra formally but it is evident that he was told that he stood first in the test and it was on that basis that he made the representations per Exs. W/5, W/7 and W/8.

It also appears from the communication sent to the Employment Exchange for sending ten candidates for appearing in the test per Ex. E/14 that the question of age was not in the mind of the authorities at the time of examination. While laying down qualifications in the said letter it was not mentioned that the candidates should be below the age of 25 years. If that was so and no age limit was prescribed for taking the test for the post of permanent Money Tester, the Bank could not be said to have been justified in not making Mahendra permanent and terminating his service merely on the ground that he had become over-age.

My finding on this issue is that there was no mistake in permitting K. B. Mahendra to sit in the test because no age limit was prescribed. Having stood first in the test or being the only qualified candidate the Bank should have taken him in permanent service and if it needed any relaxation in age the appropriate Bank authority should have given him exemption from the age limit.

**Matter of Dispute.**—The findings given under the aforementioned issues, are by themselves sufficient to entitle the workman to a relief. However the following conduct of the Bank was also such as to entitle K. B. Mahendra to a permanent appointment:—

- (a) K. B. Mahendra became overage while in the service of the Bank but in spite of it he was allowed to continue on the temporary post from time to time;
- (b) when Mahendra made the first representation on 2nd January 1963 per Ex. W/1, he brought to the notice of the Bank that he was attaining the age of 26 years and that he should be permanently absorbed and relaxation be given in his age. If the Bank had no intention to retain him in service he should have been given a reply that age

relaxation would not be given and that he could not be permanently absorbed. This was not done;

- (c) In spite of his being over age he was allowed to appear in the test. In fact no age limit was prescribed for the candidates appearing in the test and consequently Mahendra having passed the test he should have been permanently absorbed. It might have been a mistake of the Agent of the Bank not to prescribe any age limit but once that mistake was committed, the benefit of it should have been given to the workman instead of perpetuating the mistake. In any case there was no reason for allowing Mahendra to continue in service after the test for about a year upto the 2nd March, 1965;
- (d) If over-age was the only reason as communicated to Mahendra in Bank's letter dated the 4th March, 1965, per Ex. W/9, such an order should have been passed immediately after the test and not after several representations of Mahendra for absorption in permanent acancy; and
- (e) Mahendra's case is not the only case where the Bank has given age relaxation. Sri O. P. Nigam, who was examined on behalf of the workman, as proved the statement, Ex. W/11 showing some four other persons who were given age relaxation. There is a similar statement, Ex. W/16 filed on behalf of the Bank. If J. P. Maheshwari, could be made permanent some two years after termination of his service the date of termination of temporary service being 28th December, 1956 and of permanent appointment as 17th September, 1958) and if A. N. Goswami could be made permanent more than three years after termination of his service (the date of termination being 9th February, 1960 and date of permanent appointment being 31st July, 1963), when both of them had become overage, Mahendra's case could also be treated favourably because he was continuing in Bank's temporary service and there was convincing reason for the Bank to give relaxation of age on the ground of his good work, his having stood first in the test and having remained in the employment of the Bank from 1960.

In spite of the argument of Sri R. S. Gupta, assisted by an young Advocate, Sri Shailendra Swarup, I am not repared to agree with them that the case of Mahendra was throughout a case of inadvertance or a case of an ordinary temporary employee claiming permanency on that ground. The case of Mahendra is quite different from the case of a temporary employee, as shown by the findings given above. It is a fit case in which the Bank should made him permanent after giving age relaxation.

Another question which arise in this case is as to from which date Mahendra should be made permanent. Sri O. P. Nigam, representative of the workman frankly stated that he is not keen to have any relief from the back date and what the workman desires is that he should be taken in the Bank's permanent service. In view of this there is no question of awarding any relief for the past.

#### Decision

My award is that he State Bank of India, Sitapur Branch should have absorbed K. B. Mahendra on the permanent post of Money Tester after giving him age relaxation, under special circumstances of the case, instead of terminating his service with effect from the 4th March, 1965. This shall now be done within one month from the date the award becomes enforceable in law.

The Bank shall pay a sum of Rs. 100 (Rs One hundred) only as costs to the Federation of the workman.

(Sd.) MITHAN LAL,  
Presiding Officer.  
25-1-1968.

[No. 51/63/66-LRIV.]

S.O. 638.—in pursuance of Section 17 of the Industrial Disputes Act 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Chandigarh in the Industrial Dispute between the employers in relation to the Hindustan Commercial Bank Limited and their workmen, which was received by the Central Government on 27th January, 1968.

BEFORE SHRI ISHWAR DAS PAWAR, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, PUNJAB, CHANDIGARH

REFERENCE No. 3/C AND 5/C OF 1967

In the matter of Industrial Dispute.

BETWEEN

Shri M. L. Khanna and the management of Hindustan Commercial Bank Limited.

PRESENT:

Shri Tek Chand alongwith Shri M. L. Khanna—for the workman concerned.

Shri S. S. Sethi and Shri Onkar Nath—for the Management.

AWARD

An industrial dispute having come into existence between the employers in relation to the Hindustan Commercial Bank Limited and their workman the following matter was referred to this Tribunal by the Central Government in exercise of the powers conferred by section 7-A, and clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, *vide* their order dated 13th March, 1967, for adjudication:—

Whether the enquiry held by the management of the Hindustan Commercial Bank Limited, against Shri M. L. Khanna, Head Clerk at Amritsar Branch was proper and fair? If so, whether the management was justified in withholding two increments of the workman for the years 1965 and 1966? If not, to what relief is he entitled?

In response to the notices issued to the parties they appeared before the Tribunal through their representatives and filed statements of their respective cases.

The facts as stated in the statement of claim reveal that Shri M. L. Khanna concerned workman joined the service of the respondent bank as a clerk on 4th June, 1944 at Amritsar Branch of the Bank and in view of the satisfactory nature of his work he was promoted as supervisor in December, 1960. On coming to know about certain irregularities being committed by the then Agent Shri R. N. Mohindru, M. L. Khanna pointed out these irregularities to him and, therefore, he got prejudiced against him. On 13th June, 1961 a memo prepared by Shri Mohindru was served on Shri Khanna on 15th June, 1961 at 2-35 p.m. The reply to the said memo was typed by Shri Mohindru himself on the same day and Shri Khanna was compelled to sign the same under threats of disciplinary action. Immediately thereafter Shri Khanna was reverted from the post of Supervisor to the post of Head Clerk on 19th June, 1961. He brought to the notice of the General Manager of the bank certain irregularities committed by Shri Mohindru and also pointed out that the reply to the explanation was procured by him under threats. A chargesheet was served on Shri Khanna by Shri G. R. Kapur, Audit Officer of the Bank on 24th July, 1961. As a result of the enquiry Shri Khanna was punished by withholding two graded increments for the years 1963 and 1964. Subsequently the increments for these years were released and instead those for the years 1965 and 1956 were withheld. The order of punishment is challenged on the following grounds:—

- (a) The bank management appointed Shri G. R. Kapur (charge-sheeting authority) as an enquiry officer in disregard of the mandatory provisions of the Shashtri award and the principles of natural justice;
- (b) The bank management never displayed a notice on the board or notified the names of the punishing authority and/or the appellate authority as required under the Shashtri and Desai awards;
- (c) A reasonable opportunity was not given to Shri Khanna by the enquiry officer to defend himself as the required documents and the audit report were not placed on the record in spite of requests made for the same and he was also denied the opportunity of personal hearing by him before passing the final order of punishment;
- (d) Shri G. R. Kapur could not act as competent charge-sheeting authority as well as the punishing authority as he was not appointed as such in accordance with the provisions of law;
- (e) The management pre-judged the case of Shri Khanna and the enquiry was a sham affair; and
- (f) Under the law only one increment could be stopped and, therefore, the order withholding two increments was bad in law

In its written statement the management while admitting the facts of the case has denied the allegations made by the workman as to the propriety of the enquiry and the order of punishment. It has been pleaded that the increments of Shri Khanna due on 1st April, 1963 and 1st April, 1964 were withheld and released in connection with certain cases of fraud in which he was suspected to be involved and not in this case. It has been denied that Shri Khanna was not given a reasonable opportunity to defend himself or that any provisions of the Shastri and Desai awards were contravened. The allegation that Shri Mohindru was prejudiced against Shri Khanna has categorically been denied. It has been added that the acts of Shri Khanna which were the subject-matter of the enquiry were entirely irregular, unjustified, illegal and prejudicial to the interests of the bank, and that the circular appointing Shri G. R. Kapur as Enquiry Officer was duly displayed on the Notice Board of the Amritsar Branch of the Bank as required under the provisions of the Shastri and Desai awards.

Subsequently the Central Government by its order dated 30th May, 1967 referred the following another matter in connection with the same dispute:—

Whether the action of the management of the Hindustan Commercial Bank Limited in reverting Shri M. L. Khanna from the post of Supervisor to that of a Head Clerk with effect from 15th June, 1961, was justified? If not, to what relief is he entitled?

The facts giving rise to this reference are the same as set out above and need not be repeated. It has, however, been added by the workman in his statement of claim that the reversion had been ordered without any charge sheet or enquiry and that it deprived him of the benefits admissible to a supervisor.

The claim of the workman was resisted on the grounds that Shri Khanna was reverted during the period of probation which the management was competent to do, that the reversion became necessary as he had committed grave irregularities and consequently he was not considered fit to be confirmed as Supervisor and that no enquiry was necessary in the circumstances.

In both the cases the representatives of the parties agreed that no issue other than the items in the references arose. Therefore, only the items of references are the issues in these cases.

After the close of the evidence the representatives of the parties made a statement on 24th November, 1967 that the two cases be consolidated and disposed of together as they were in respect of the same workman and the issues were inter-linked. Accordingly the two cases were consolidated. This award will, therefore, dispose of both the references.

Firstly, I will take up the issue relating to the enquiry held against Shri Khanna. The enquiry has been attacked on several grounds and the various points made during arguments have to be considered.

It has been urged that the name of Shri G. R. Kapur was never displayed on the Notice Board of the Amritsar Branch of the Bank as required under the rules. In support of this we have the statement of Shri Manohar Lal the concerned workman. A copy of the notice whereby the Audit Officer was appointed as Enquiry Officer is Ex. R1. Shri B. K. Mehra, Accountant of the Respondent Bank was examined as RW 2. Since 1950 he has been working in the Amritsar Branch of the Bank. He deposed that a copy of the circular was displayed on the Notice Board of the Amritsar Branch within a week or ten days of the date of the circular. He had seen the circular on the Notice Board. Similarly Shri G. R. Kapur who was examined as RW 1 also stated that the order of his appointment as Enquiry Officer was displayed on the Notice Board of the Amritsar Branch of the Bank and that he had seen the Notice on the Notice Board. This evidence seems to be correct. Ex. R1 contains a direction that a copy of the circular should be displayed on the Notice Board of the Branch. In support of the allegation of the concerned workman that the circular was not displayed on the Notice Board we have the statement of Shri Chiman Lal who is a clerk in the Respondent Bank. According to him there was no practice of displaying notices on the Notice Board regarding names of punishing authority etc. In his cross-examination he admitted that he was never posted at Amritsar though he claimed to have visited the place a number of times. Clearly his evidence cannot have much value. On the basis of the evidence discussed above I find that a copy of the circular letter regarding the appointment of Shri Kapur as Enquiry Officer was displayed on the Notice Board of the Amritsar Branch of the Bank as required under the rules.



Another point made on behalf of the workman is that a prosecutor cannot be a judge, meaning thereby that the Enquiry Officer was both a prosecutor and a Judge because he also served a charge-sheet on the workman. In the first place the principle of law that a prosecutor cannot be a judge does not strictly apply in the case of domestic enquiries in labour-management disputes. Further it has not been alleged much less proved that Shri Kapur was in any manner prejudiced against the workman. In his statement as RW 1 Shri Kapur deposed that he had signed the charge-sheet under instructions from the General Manager who was the only authority to take a decision for charge-sheeting. By merely serving a charge-sheet on the workman under the instructions of the General Manager the Enquiry Officer did not become a prosecutor. This point too has no force.

It was further argued that as Shri Mohindru who was examined as a witness for the management in the connected case was prejudiced against Shri Khanna, the enquiry was influenced by extraneous circumstances and was, therefore, bad in law. Both Shri Mohindru and the Enquiry Officer stated that the latter did not in any way influence the enquiry. The main point against Shri Mohindru is that the reply to the memo served on Shri Khanna on 15th June, 1961 was drafted by him and was got signed from Shri Khanna under threats of disciplinary not in any way influence the enquiry. The main point against Shri Mohindru as would appear from Ex. A1, but that would not improve the position of Shri Khanna. A copy of the fair draft is Ex. A2. In para 7 of the reply Shri Khanna admitted that in view of the finding of the Head Office he had been doing certain irregularities in the account of the Grover Textile Mills, Amritsar but that it was on account of heavy rush of work as he was handling both clerical and supervisory duties of Bills Department along with other duties. He, therefore, prayed for being excused as the Bank had not suffered any loss in this account. About this matter he complained in a letter to the General Manager on the 19th June, 1961, and a copy of the letter is Ex. A3. But in this letter also he admitted the same facts though in somewhat different words. He fully concurred with the Head Office findings of irregularities (committed by him) but asserted that in his subordinate position in the affair of advances against goods and bills irregularities were permitted on the instructions and with the full knowledge of the Agent. So the commission of irregularities is an admitted fact though the workman has tried to involve the agent Shri Mohindru also in the matter. He cannot, therefore, draw any advantage from the allegation of bias made against Shri Mohindru.

During arguments Shri Tek Chand representative of the workman did not touch the point regarding the affording of reasonable opportunity to the workman. Shri G. R. Kapur stated that he afforded full opportunity to Shri Khanna to defend himself during the enquiry and that the latter cross-examined the witnesses produced by the management and also produced his defence. Shri Khanna in his statement admitted that the enquiry was conducted at Amritsar and Kanpur and he participated in the enquiry at both the places. During the enquiry he was assisted by Shri Sikri a representative of the Workers Union. All the proceedings of the enquiry were taken in his presence and he had been signing the same. He cannot have, therefore, any grouse that he was not given proper opportunity to defend himself. After the Enquiry Officer had reached his conclusions on the basis of the evidence placed before him and proposed the punishment he gave another opportunity to the workman to appear before him and show cause against the proposed punishment. Shri Khanna however did not avail of the opportunity on one pretext or another. Accordingly the findings of the enquiry were confirmed. Now, Shri Khanna cannot turn round and say that he was not given a personal hearing before the punishment was awarded to him. His allegation that in spite of requests made by him certain documents were not placed on the record is equally without any force. A reference to Ex. RW1/2 and the endorsements made on it by him particularly at 'A' expressly show that all the documents he needed were duly shown to him.

It was also contended that under paragraph 521(5)(d) of the Shastri Award only one increment could be withheld. It is true that in the Shastri Award as also in the Desai Award the word 'increment' has been used but as is well known in legal interpretation of words singular includes the plural. The use of the word 'increment' does not necessarily mean only one increment and a punishment of withholding of more increments would be perfectly in order.

According to the workman originally his two increments for the years 1963 and 1964 were stopped but subsequently these were released and instead those for 1965 and 1966 were withheld. This is stated to be a material infirmity in the order of punishment. This contention cannot be accepted. There is no mention in the report of the Enquiry Officer as to which increments were to be stopped.

Naturally only such increments could be stopped as were permitted by the law. On the other hand the position of the management is that increments for 1963 and 1964 were withheld in connection with some other case and not in this case. Even if the increments for these two years were wrongly withheld by the management and then subsequently released it would not in any manner vitiate the impugned order. It was only a matter of implementation of the order and if wrong years were chosen for this purpose the mistake could be corrected by withholding increments for the correct years. This point must also be repelled.

After considering the arguments advanced by the representatives of the parties, I have come to the clear conclusion that the enquiry held by the management against Shri M. L. Khanna was just and proper and the punishment of withholding the two increments was also justified and in accordance with the law prevailing on the point. This issue is thus decided in favour of the management.

This brings us to the other issue relating to the reversion of Shri M. L. Khanna. He was appointed on probation for six months and under the rules (copy Ex. R4) he could be reverted at any time after two months if his work was found unsatisfactory. As would be seen from Ex. R3 he was reverted to the post of Head Clerk since his work during the probationary period had not been found satisfactory. As we have already seen, and we have also the admission of Shri Khanna, he had been committing certain irregularities particularly in the matter of accounts of M/s Grover Textile Mills, Amritsar with which he was dealing as Supervisor. His attempt to bring in the name of the then Agent Shri Mohindru to share the responsibility for the irregularities cannot absolve him from the consequences of such lapses on his part. This fact was also deposed to by Shri Mohindru who appeared as a witness for the management. In the absence of any act of victimisation or unfair labour practice it has to be left entirely to the management to judge whether the work of a particular employee is satisfactory or not and whether he is a fit person to be confirmed in the post to which he has been promoted. As already seen there was no victimisation or unfair labour practice on the part of the management. As he was reverted before the expiry of the six months probationary period no charge-sheet or enquiry was necessary. The management could simply revert him as has been done, in terms of the conditions of the promotion. I am, therefore, of the view that the reversion of Shri Khanna was also justified and in order and, therefore, there is no ground for this Tribunal to interfere with the impugned order. This issue is also found in favour of the management.

As a result of the findings recorded above the claim of Shri M. L. Khanna regarding the enquiry and his reversion is not sustainable and is accordingly rejected.

There shall be no order as to costs.

(Sd.) ISHWAR DAS PAWAR,  
Presiding Officer,  
Industrial Tribunal,  
Government of India, Chandigarh  
[No. 51/34/66-LRIV.]

9th January, 1968.

**S.O. 639.**—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal Madras, in the Industrial Dispute between the employers in relation to the Bank of Madura Limited, Madurai and their workmen, which was received by the Central Government on 30th January, 1968.

#### BEFORE THE INDUSTRIAL TRIBUNAL, MADRAS

*Saturday the 30th day of December 1967*

#### PRESENT:

Thiru M. Tajammul Hussain, B.A., B.L., Industrial, Tribunal, Madras.  
INDUSTRIAL DISPUTE No. 20 OF 1967 (CENTRAL GOVERNMENT REFERENCE)

(In the matter of dispute between the management and its workmen of the Bank of Madura Limited, Madurai.

**BETWEEN:**

The General Secretary, Bank of Madura Employees' Union, 10/1, Cox Street, Coimbatore.

**AND**

The Secretary, Bank of Madura Limited, 82-83, East Avani Moola Street, Madurai.

**Reference:—**

No. 51(51)/66-LRIV, Ministry of Labour, Employment and Rehabilitation, Department of Labour and Employment, Government of India, New Delhi.

This Dispute coming on for hearing on Monday the 11th day of December, 1967 upon perusing the reference, claim statement and counter statement and upon hearing the arguments of Thiru C. S. Ramaswamy, President of the Bank of Employees' Union, Coimbatore appearing for the Union, and of Thiru Nambirajan, an authorised representative for the management and this dispute having stood over till this day for consideration, the court made the following award.

**AWARD**

This is an industrial dispute between the management and its workmen of Bank of Madura Limited, Madurai. The matter referred to this tribunal for adjudication by the Central Government is set out in the schedule to the reference and it is as follows:—

"Whether the management of the Bank of Madura Limited, Madurai is justified in not treating the special allowance as part of salary or wage, for the purpose of calculation of bonus payable to its employees for the years 1964 and 1965? If not to what relief are the concerned workmen entitled?

2. Whether the management of the Bank of Madura Limited, Madurai is justified in not paying bonus for the years 1964 and 1965 to the probationers employed by them? If not, to what relief are the said probationers entitled?

2. The Bank of Madura Employees' Union, has filed a claim statement. According to the claim statement, the bank declared a bonus of 4 per cent of the basic pay and dearness allowance to all its workmen for the years 1964 and 1965 following promulgation of the Payment of Bonus Ordinance and the subsequent enactment of Payment of Bonus Act in the year 1965. While calculating the bonus special allowance was not included. The workmen of the Bank of Madura Ltd., are governed by the pay scales and various allowances provided for in the award of the National Industrial Tribunal (Bank Disputes) popularly known as the "Desai Award" and by a settlement entered into between the Bank and the Union dated the 4th February, 1968. In terms of that settlement, Sub-Accountants are entitled to a special allowance of Rs. 55 per month, Stenographers to a special allowance of Rs. 25 per month and various categories of employees are entitled to special allowance at varying rates.

3. The payment of special allowances was only in lieu of fixing distinctly separate and higher scales of basic pay. The special allowances are only part of the basic pay and would therefore attract bonus thereon.

4. The respondent bank is usually appointing employees on probation for a limited period and they are usually confirmed in service after completion of probation. They are also entitled to bonus in terms of the payment of Bonus Act. The Union submits that the bank was not justified in not treating the special allowances due to the Sub-Accountants, cashiers, stenographers, graduates, Banking diploma holders, etc., as part of the salary or wage for the purpose of calculation of bonus. The bank was not justified in not paying bonus to the probationers for the year 1964-65.

5. The management has filed a counter statement contending that the claim for treating the special allowances as part of the salary or wage for purpose of calculation of bonus, is untenable and is not according to the specific provision of the Payment of Bonus Act. Special allowances are not included in the salary or wage for the purpose of calculation of bonus. There was no practice in the bank to treat the special allowance as part of basic wage. The bank paid bonus as per the Act and none of the employees objected to the receipt of bonus or raised any objection. The probationers are not entitled for membership in the Union as per the rules of bye-laws of the Union. The bank did not receive any demand from any of the probationers in this regard.

6. The issues that arise for consideration are the matters referred to this tribunal for adjudication and they are as follows:—

1. Whether the management of the Bank of Madura Limited, Madurai is justified in not treating the special allowance as part of salary or wage for the purpose

of calculation of bonus payable to its employees for the years 1964 and 1965? If not to what relief are the concerned workmen entitled; if not, to what relief are the said probationers entitled?

2. Whether the management of the Bank of Madura Limited Madurai is justified in not paying bonus for the years 1964 and 1965 to the probationers employed?

7. Issue No. 2. The Bank of Madura Limited, Madurai did not pay bonus for the years 1964 and 1965 to the probationers employed by them. The bank filed a copy of Staff Regulations and Rules of Service and the same was marked as Ex. M. 3. According to Rule No. 9 an employee shall ordinarily be on probation, if appointed so, for a period which shall be fixed by the appointing authority and which may extend to one year, after the commencement of active service. During the first month of such period, he shall be liable to be discharged at one day's notice and thereafter at one month's notice, or pay in lieu thereof, if he has paid apprenticeship premia.

8. The probationers are required to work as full-fledged employees and they are governed by the usual rules and regulations applicable to permanent employees. Except that they are paid less than the permanent employees, there is no distinction between them and other permanent employees. Section 2(13) of the Payment of Bonus Act 1965 defines 'employees' thus:—"employees" means any person (other than an apprentice) employed on a salary or wage not exceeding one thousand and six hundred rupees per mensem in any industry to do any skilled or unskilled manual, supervisory, managerial, administrative, technical or clerical work for hire or reward, whether the terms of employment be express or implied. The Union filed an order of appointment, Ex. W. 1 relating to the appointment of Sri V. Guruprasad as probationary clerk on 5th September, 1964. One of the conditions mentioned in that order is as follows:—"You will be on probation for a period of twelve months from the date of joining. You will be paid a consolidated allowance of Rs. 75 per mensem, as from 27th August, 1964". The application for appointment was dated 26th August, 1964, and the appointment was as probationary clerk at the Broadway office of the Bank from 27th August, 1964. The period of probation was twelve months from the date of appointment. The definition of employees in Section 2(13) of the Payment of Bonus Act includes probationer. That definition excludes only apprentices. So the contention of the Union that probationers are also entitled to bonus should be upheld.

9. The management has produced a copy of Rules and Bye-laws of Bank of Madura Employees' Union, in support of their contention that probationers are not members of the Union. On behalf of the Union, it is contended that this contention of the management has no substance, as all the employees of the bank are qualified to become members of the Union as would be evident from rule 3(a), which is as follows:—

Any employee of the Bank of Madura Limited in or outside the State of Madras (i.e.) any where in India, above 18 years of age shall be qualified to become a member of the Union.

10. From this rule, it is clear that probationers are not excluded from the membership. Hence, I hold that the Union is entitled to represent the probationers of the Bank who are also said to be members of the Union. According to a memo presented by the Union, there were 30 probationers in 1964 and 15 in 1965. As probationers are also employees as per the definition of Rule 2, sub-section 13 of the Payment of Bonus Act, they are entitled to bonus. My finding on this issue is that the management of the Bank of Madura Ltd., Madurai is not justified in not paying bonus for the year 1964 and 1965 to the probationers employed by them. The Management is directed to pay bonus to the probationers at the same rate as paid to the permanent employees.

11. Issue No. 1. This issue relates to the demand of the workers for treating the special allowance as part of salary or wage for the purpose of calculation of bonus payable to its employees for the year 1964 and 1965. In terms of the settlement dated 4th February, 1963, between the Bank and the Union. Sub-accountants are entitled to a special allowance of Rs. 55 per month, stenographers to a special allowance of Rs. 85 per month and various other categories of employees are entitled to special allowance at varying rates. The system of paying special allowances to certain categories of employees who are called upon to perform duties requiring special qualifications or skill is a special feature of the banking industry. According to the Union, in paras 161 and 162 of the Award of the Sastry Tribunal it is clearly stated that such special allowance are in fact prescribed

by the Tribunal only in lieu of different pay scales for various categories of employees some of whom possess higher academic and technical qualification and some of whom are called upon to shoulder higher responsibilities. These special allowances are in fact only a part of and an extension of the basic salary.

12. The Payment Bonus Act defines 'salary' thus in section 2(21):—Salary or wage means all remuneration (other than remuneration in respect of over-time work) capable of being expressed in terms of money, which would, if the terms of employment, express or implied, were fulfilled, be payable to an employee in respect of his employment or of work done in such employment and includes dearness allowance (that is to say, all cash payments, by whatever name called, paid to an employee on account of a rise in cost of living), but does not include:—

- (i) any other allowance which the employee is for the time being entitled to;
- (ii) the value of any house accommodation or of supply of light, water, medical attendance or other amenity or of any service or of any concessional supply of food grains or other articles;
- (iii) any travelling concession;
- (iv) any bonus (including incentive, production and attendance bonus);
- (v) any contribution paid or payable by the employer to any pension fund or provident fund or for the benefit of the employee under any law for the time being in force;
- (vi) any retrenchment compensation or any gratuity or other retirement benefit payable to the employee or any ex-gratia payment made to him;
- (vii) any commission payable to the employee.

13. The Remuneration includes special allowance and also dearness allowance specifically provided for in definition of the salary or wage. Special allowances for special category of workers is not excluded from the above definition. It is contended on behalf of the Union that the practice in the banking industry is to treat the special allowance only as part of the basic wage and hence there is no justification for their exclusion for calculation of bonus. The Employer's authorised agent has made an endorsement on the memo filed by the Union admitting the correctness of the fact that for purpose of calculation of dearness allowance special allowances are taken into account. It is not specifically denied in the counter statement also that special allowances are not treated as part of the basic wage. In the circumstances, I am of the view that the special allowance has to be treated as part of the basic pay for purposes of computation of dearness allowance, provident fund, gratuity, bonus etc. Only allowance like House rent allowance, overtime etc., are to be excluded for purposes of computing bonus in terms of section 2(21) (i) of the Payment of Bonus Act.

14. In the circumstances, I am of the view that the demand of the Union to treat the special allowances as part of salary or wage for purpose of calculation of bonus payable to them for the years 1964 and 1965 is justified. The employees are entitled to have special allowances included in the calculations for bonus for the years 1964 and 1965 and the management is directed to pay the difference between the amounts already paid as bonus and the amounts payable under the revised calculations to be made including the special allowances for calculation of bonus for the years 1964 and 1965. The issue is found accordingly.

15. An award is passed in terms of the findings on the two issues. The management is directed to pay the Union Rs. 50 as costs.

Sd./- M. TAJAMMUL HUSSAIN,  
Industrial Tribunal.

*List of Witness Examined: for both sides:—*

NIL.

*List of Documents marked:*

*For the workers :*

Ex. W. 1 5-9-1964 Order of appointment.

*For the Management :*

Ex. M. 1 4-2-1963 Copy of Memorandum of settlement arrived at between the petitioner and Respondent before the conciliation officer, Central, Madras.

Ex. M. 2 24-7-1966 Payment of Bonus for the year 1964 and 1965 by the Bank of Madura Limited.

1 x, M. 12-8-1963 Staff Regulation and Rules of Service.

Ex. M. 4 Rules and Bye-Laws.

NOTES: The parties are directed to take return of their document/documents within six months from this date.

[No. 51/51/66-LRIV.]

New Delhi, the 6th February 1968

**S.O. 640.**—In pursuance of Section 17 of the Industrial Disputes Act 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal Calcutta in the industrial dispute between the employers in relation to The Steam Navigation Company Limited Calcutta, and their workmen, which was received by the Central Government on 31st January, 1968.

## CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, CALCUTTA.

REFERENCE No 73 of 1967

### PARTIES:

Employers in relation to the British India Steam Navigation Company Limited, Calcutta.

AND

Their workmen.

### PRESENT:

Shri S. K. Sen.—*Presiding Officer.*

### APPEARANCES:

*On behalf of Employers.*—Mr. T. G. Rampal, Assistant.

*On behalf of Workmen.*—Shri P. Sen, Jt. Secretary, Dock Mazdoor Unions.

STATE: West Bengal.

### AWARD

By Order No. 28/81/67-LRIII dated 13th September, 1967, the Central Government referred for adjudication an industrial dispute between the employers in relation to the British India Steam Navigation Company Limited, Calcutta, and their workmen in respect of the matters specified in the following schedule:

- “(1) Whether the watchmen of Messrs British India Steam Navigation Company Limited, Calcutta are entitled to get the interim relief and dearness allowance as recommended by the Central Wage Board for Port and Dock Workers? If so, from what date?
- (2) Whether the demand of the watchmen of Messrs British India Steam Navigation Company Limited Calcutta for granting of festival holidays which are allowed to other permanent employees is justified? If so, to what relief are they entitled?
- (3) Whether the demand of the watchmen of Messrs British India Steam Navigation Company Limited, Calcutta for leave travel concession is justified? If so, to what relief are they entitled?”

2. The parties have settled the dispute between themselves and filed a joint petition setting out the terms of settlement. The workmen have given up the claim mentioned in item No. 1 of the schedule for interim relief and dearness allowance as recommended by the Central Wage Board for Port and Dock Workers. As regards the claim in item No. 2 for festival holidays the management has conceded that the workmen concerned shall be entitled to 6 (six) festival holidays mentioned in the terms of settlement. As regards the claim in item No. 3 for leave travel concession for the watchmen of the company, the management has also conceded the claim and agreed to give an allowance of Rs 50 once every two years when a watchmen proceeds on leave outside Calcutta. The terms must be considered reasonable and are accepted and an award is made in terms of the joint petition which shall form part of the award.

Dated 27th January, 1967.

Sd./- S. K. SEN,  
Presiding Officer.

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL,  
CALCUTTA.

REFERENCE NO. 73 OF 1967.

British India Steam Navigation Company Ltd.

Vs.

Their Workmen represented by The Dock Mazdoor Union, Calcutta.

Humble petition of the parties abovenamed, most respectfully sheweth:—

That the parties have settled their dispute before this Tribunal in the terms referred to in Annexure "A".

In the circumstances your Lordship may kindly dispose of the matter in terms of the said agreement.

And for this act of kindness shall pray.

Filed by

Sd./- P. SEN,

Secretary, Dock Mazdoor Union  
27 Lake Place, Calcutta.Sd./- Illegible,  
Assistant, Mackinnon Mackenzie and  
Co., P. Ltd., Agents; British  
India Steam Navigation Co.,  
Ltd., 16 Strand Road, Calcutta-1.

## ANNEXURE "A"

An industrial dispute between British India Steam Navigation Co., Ltd., Calcutta, and their Workmen having been referred to the Central Government Industrial Tribunal at Calcutta by an order of the Government of India, Department of Labour and Employment No. 28/81/67-LR-III, Reference No. 73 of 1967 for adjudication of the following matters:—

- (1) Whether the Watchmen of Messrs. British India Steam Navigation Company Limited, Calcutta, are entitled to get the interim relief and dearness allowance as recommended by the Central Wage Board for Port and Dock workers? If so, from what date?
- (2) Whether the demand of the Watchmen of Messrs. British India Steam Navigation Company Limited, Calcutta, for grant of festival holidays which are allowed to other permanent employees is justified? If so, to what relief are they entitled?
- (3) Whether the demand of the Watchmen of Messrs. British India Steam Navigation Company Limited, Calcutta, for leave travel concession is justified? If so, to what relief are they entitled?

The parties after mutual discussion have arrived at the following terms in the interest of industrial peace in full and final settlement of the said dispute:—

- (1) *Interim Relief and Dearness Allowance.*—The Workmen agree to forego their demand for interim relief and dearness allowance as recommended by the Central Wage Board for Port and Dock Workers.
- (2) *Festival Holidays.*—It is agreed by and between the parties to the dispute that the Workmen will henceforth be granted the following holidays each year:—
  - (i) Republic Day.
  - (ii) Muharram.
  - (iii) Id-ul-Fitr.
  - (iv) Independence Day.
  - (v) Gandhiji's Birthday.
  - (vi) Id-uz-Zoha.

It is also agreed that if any workman is required to work on any of the above-mentioned holidays he will receive from the employer Company a holiday allowance equivalent to two days basic pay.

- (3) *Leave Travel Concession.*—It is agreed by and between the parties to the dispute that each Workman will henceforth receive from the employer Company a Leave Allowance of Rs. 50 payable once in two years when proceeding on privilege leave outside Calcutta for a climatic change for at least a fortnight.

- (4) The terms and conditions of service prevailing on 31st October, 1966, to the extent modified by this Settlement along with the benefits will continue as at present.

On behalf of the Employers.

(Sd.) Illegible.

Assistant,

Mackinnon, Mackenzie & Co., Private  
Ltd., Agents: British India Steam  
Navigation Co., Ltd., 16, Strand  
Road, Calcutta-1.

27th January, 1968.

On behalf of the Workmen.

Sd./- P. SEN,

Jt. Secy. Dock Mazdoor Union.

[No. 28(81)/67-LRIII.]

**S.O. 641.**—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Madras in the industrial dispute between the employers in relation to M/s. N. Selvaradjalou including seven others and their workmen, which was received by the Central Government on 31st January 1968

**BEFORE THE INDUSTRIAL TRIBUNAL, MADRAS**

*Saturday the 30th day of December 1967*

**PRESENT:**

Thiru M. Tajammul Hussain, B.A.B.L., Industrial Tribunal, Madras.

**INDUSTRIAL DISPUTE No. 33 of 1967**

(Central Government reference)

[In the matter of dispute between the workmen employed in the Port Trust and the employees of M/s. Selvaradjalou Chetty & Co. (India) 2. M/s. K. P. V. Shiek Mohamed Rowther & Co. 3. M/s. Krishna & Co. 4. M/s. P. Thiruvengada Mudaliar. 5. M/s. South India Corporation (Agencies) Private Ltd. 6. M/s. C. M. K. Viswanatha Mudaliar. 7. M/s. A. Arumugham Chettiar and 8. M/s. P. Devarajooloo Naidu & Son]

**BETWEEN**

1. The Secretary, the Madras Stevedores Association No. 16, First Line Beach, Madras-1.
2. The General Secretary, The Madras Harbour Workers Union, 1/73 Broadway, Madras-1.
3. The General Secretary Madras Port and Dock Workers Congress No. 11, Phillips Street, Madras

**AND**

1. M/s. N. Selvaradjalou Chetty & Co. (India) No. 116/117, Moore St., Madras-1.
2. M/s. K. P. V. Shiek Mohamed Rowther & Co. No. 41, Lingh Chetty St., Madras-1.
3. M/s. Krishna & Co., No. 14, Jaffer Syrang St., Madras-1.
4. M/s. P. Thiruvengada Mudaliar, No. 31/A North Beach Road, Madras-1.
5. M/s. South India Corporation (Agencies) Private Ltd., No. 99, Armenian St., Madras-1.
6. M/s. C. M. K. Viswanatha Mudaliar, No. 1, Jaffer Syrang St., Madras-1.
7. M/s. A. Arumugham Chettiar, 67, East Mada Church St., Madras-1.
8. M/s. P. Devarajooloo Naidu & Son. No. 24, North Beach Road, Madras-1.

**REFERENCE.**—Order No. 28(143)/66-LRIV/28(143)/66-LRIV dated the 27th March 1967 of the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) Government of India, New Delhi.

This dispute coming on for final hearing on 21st December 1967 upon perusing the reference, claim and counter statements and all other material papers on record and upon hearing the arguments of Thiru S. M. Narayanan, General Secretary of the Union and Thiru M. R. Narayanaswamy, advocate for the management and



the dispute having stood over till this day for considerations, the court made the following award.

# AWARD

This is a reference by the Central Government regarding the industrial dispute between the employers in relation to the Madras Stevedores Association, Madras representing other employers and their workmen in respect of the matter specified in the schedule annexed to the reference, which is as follows:—

"Whether the daily paid workmen employed in the Madras Port by the employers specified in the (annexure below) are entitled to bonus for the accounting years 1964 and 1965 ending on the dates mentioned against their names in the said annexure under the payment of Bonus Act, 1965? If so, at what rate?"

Name of the employers	Accounting years ending
1. M/s. N Selvaradjalou Chetty & Co., (India) No. 116/117 Moore Street, Madras 1	Year ending the 31st March
2 M/s. K. P. V. Shiek Mohamed Rowther and Co., No. 41, Linghi Chetty St., Madras-1.	Year ending the 31st March
3. M/s. P Krishna & Co., No. 14, Jaffar Syrang Street, Madras-1.	Year ending the 31st March
4. M/s. P. Thiruvengada Mudaliar No 31/A, North Beach Road. Madras-1.	Year ending the 31st March.
5 M/s. South India Corporation (Agencies) Private Ltd., No 99, Armenian Street, Madras-1	Year ending the 31st March
6. M/s. C. M. K. Viswanatha Mudaliar, 1, Jaffar Syrang Street, Madras-1.	Year ending the 31st March.
7. M/s. A Arumugham Chettiar, 67, East Mada Church Street. Madras-13.	Year ending the 31st December
8. M/s. P. Devarajooloo Naidu & Son, 67, East Mada Church Street, Madras 1.	Year ending the 31st March.

2. The Madras Harbour Workers Union, has filed a claim statement. According to the claim statement, the respondent firms employ many daily rated workmen such as Supervisors, Tally clerks, receipt clerks, watchmen, carpenters, Markers, Baggers, Stitchers, Sweepers etc., in the Madras Port since so many years. The above daily rated workmen are working under the respondents regularly and their services extend from 10 to 20 years and even more. They do not come under any registered or listed schemes. All other categories of workmen employed in the Madras Port such as Stevedoring workers, mineral ore handling workers, coal workers, and the artisans and labourers under the Port Trust etc., whether they are daily rated or monthly rated or piece-rated are paid bonus. The Union prays that a bonus for the daily rated workmen employed in the Madras Port by the respondent employers at the rate of 20 per cent of their total earnings that is the maximum bonus payable under the payment of Bonus Act 1965 for the years 1964 and 1965 respectively.

10,44,912	(3) Other Officers	12,16,389
31,45,336	(4) Ministerial Establishment	34,69,807
6,41,786	(5) Class IV Servants	7,01,045
13,06,896	(6) Contingencies	20,59,385

63,32,005 Total A—Superintendence

63,32,005

75,37,864

for them under the Act is untenable. The workers concerned in the reference are all employees employed by registered or listed employers and nothing in the Act would apply to the employees

5. The issue that arises for consideration is the matter referred to this tribunal for adjudication and it is as follows:—

“Whether the daily paid workmen employed in the Madras Port by the employers specified in the Annexure below are entitled to bonus for the accounting years 1964 and 1965 ending on the dates mentioned against their names in the said annexure, under the payment of Bonus Act, 1965? If so, at what rate?

- |  |                                |
|--|--------------------------------|
| 1. M/s. N. Selvaradjalou Chetty, & Co., No. 116/117, Moore Street, Madras-1.         | Year ending the 31st March.    |
| 2. M/s. K. P. V. Shiek Mohamed Rowther & Co. No. 41, Linghi Chetty St., Madras-1.    | Year ending the 31st March.    |
| 3. M/s. Krishna & Co., No. 14, Jaffer Syranz Street, Madras-1.                       | Year ending the 31st March.    |
| 4. M/s. P. Thiruvengada Mudaliar, No. 31/A, North Beach Road Madras-1.               | Year ending the 31st March.    |
| 5. M/s. South India Corporation (Agencies) Private Ltd., 99, Armenian St., Madras-1. | Year ending the 31st March.    |
| 6. M/s. C. M. K. Viswanathan, Mudaliar, 1, Jaffer Syranz Street, Madras-1.           | Year ending the 31st March.    |
| 7. M/s. A. Arumugham Chettiar, 67, East Mada Church St., Madras-13.                  | Year ending the 31st December. |
| 8. M/s. P. Devarajooloo Naidu & Son, 67, East Mada Church Street, Madras-1.          | Year ending the 31st December. |

Section 32(3) is as follows:—“Employees registered or listed under any scheme made under the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948) and employed by registered or listed employers.

6. According to the above section the provisions of the Bonus Act will not apply to employees registered or listed under any scheme made under the Dock Workers Regulation of Employment Act, 1948. It is not sufficient if the employers are registered or listed employers, the employees must also be registered or listed under any scheme made under the Dock Workers (Regulation of Employment) Act, 1948, for the application of Section 32(iii) of the Payment of Bonus Act. Hence, the contention of the management that the provisions of the Payment of Bonus Act does not apply is negated.

7. Section 37 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948) deals with the obligations of registered dock workers. According to that section every registered dock worker shall be deemed to have accepted the obligations of the scheme; and a registered dock worker in the reserve pool who is available for work shall be deemed to be in the employment of the Board. A registered dock worker in the reserve pool who is available for work shall carry out the directions of the Administrative body.

8. Section 38 deals with the obligations of registered employers. Section 39 deals with restriction on employment. Section 39(i) is as follows:—

No person other than a registered employer shall employ any worker on dock work nor shall a registered employer engage subject to the relaxation given in clause 18(2) for employment or employ a worker on dock work unless that worker is a registered dock worker.

9. Section 18(2) of the Act deals with several categories of workers who need not be registered, but who can work without being registered. In this case, admittedly the employees concerned in this reference are neither registered nor listed under the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948). I

agree with the worker's representative that the Payment of Bonus Act would apply to the employees concerned in this reference. The monthly-rated employees have been paid bonus. I am of the view that the daily-rated workers are also eligible for bonus as they are employees under section 2(13) of the Payment of Bonus Act.

10. The representative of Madras Port and Dock Workers Congress has filed a memo showing the method of calculation to be adopted for payment of bonus to daily-rated workmen concerned in this reference. The memo is as follows:—

**Method-1.**

1. M/s. Selvarajalou Chetty:—

1964-65—Wages for the 1/6th of the total shifts worked during the year should be paid.

1965-66—Wages for the 1/4th of the total shifts worked during the year should be paid.

2. M/s K P. V. S.:—

1964-65—20% of the total wages earned.

1965-66—20% of the total wages earned.

3. M/s. Krishna & Co.:—

1964-65—Wages for the 1/4th of the total shifts worked during the year should be paid.

1965-66—Same.

4. M/s. P. Thiruvengadam:—

1964-65—Wage for the 1/4th of the total shifts worked during the year

1965-66—Wages for the 5/24th of the total shifts.

5. M/s. South India Corporation:—

1964-65—Wages for the 1/4th of the total shifts worked should be paid.

1965-66—Wages for the 1/6th of the shifts worked should be paid.

6. M/s. C. M. K. Viswanathan:—

1964-65—Wages for the 1/6th of the total shifts earned.

1965-66—Same.

7. M/s. Arumugham Chetty:—

1964-65—Wages for the 2/9th of the total shifts worked.

1965-66—Wages for the 1/24th of the total shifts worked.

8. M/s. P. D. N. & Sons:—

1964-65—20%.

1965-66—4%.

**Method-2**

The total wages earned for all the shifts during the year may be divided by 12 and we can arrive at the monthly earnings and on that basis the bonus may be calculated.

**Method-3**

The total shift worked during the year may be divided by 12 and after arriving at the average shifts worked for a month the bonus may be calculated on that basis.

11. According to the claim statements filed by the other union the 8 companies paid bonus to their monthly paid workers as follows:—

1 The management of C. M. K. Viswanatha Mudaliar paid two months salary as bonus for both the years 1964-65 and 1965-66 to the monthly rated workers.

2 The management of K. P. V. Shiek Mohamed Rowther & Co., paid 20% of the total salary as bonus for the years 1964-65 and 1965-66 to the monthly rated workers.

3 The management of N. Selvaradjalou Chetty & Co. (Madras) paid 2 months salary as bonus for the year 1964-65 and 1965-66 to the monthly rated workers.

4. The management of Thiruvengada Mudahar paid 3 months salary as bonus for the year 1964-65 and 2½ months for the year 1965-66 to the monthly rated workers.
5. The management of M/s. P. Devarajaloo Naidu and Sons paid 20% of the salary as bonus for the year 1964 and 4% bonus for the year 1965 to the monthly rated workers.
6. The management of M/s. Arumugham Chettiar paid 22/3 months salary as bonus for the year 1964 and three months and 12½ days for the year 1965 to the monthly rated workers.
7. The management of M/s. Krishna & Co. paid three months salary as bonus for the years 1964-65 and 1965-66 respectively to the monthly rated workers.
8. The management of M/s. South India Corporation (Agencies) P. Ltd., paid 3 months salary as bonus for the year 1964-65 and two months bonus for the year 1965-66 to the monthly rated workers.

11. The daily rated workmen are also entitled to bonus at that rate. As indicated in the memo filed, the second method of totalling the wages earned for all the shifts during the year should be divided by 12 to get the monthly earnings and on that basis the bonus should be calculated at the same rate as paid to the monthly rated workmen.

12. In the circumstances, my finding on the issue is that the daily rated workmen in the eight companies are entitled to bonus and the eight employers are directed to pay bonus to the daily rated workmen at the same rate as paid to their monthly paid employees for the accounting years 1964 and 1965 ending on the dates mentioned against their names in the annexure to the reference, after arriving at the monthly earnings by adopting the second method stated in the memorandum filed by the General Secretary, of the Madras Fort & Dock Workers Congress.

13. An award is passed in terms of the above finding. Parties are directed to bear their own costs.

Sd/- M. TAJAMMUL HUSSAIN,  
Industrial Tribunal  
[No. 28/143/66-LRIV.]

**S.O. 642.**—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Calcutta, in the industrial dispute between the employers in relation to the Oil and Natural Gas Commission and their workmen, which was received by the Central Government on the 2nd February, 1968.

#### NATIONAL INDUSTRIAL TRIBUNAL, CALCUTTA

REFERENCE No. NIT-5 of 1967

#### PARTIES:

Employers in relation to the Oil and Natural Gas Commission,

AND

Their workmen.

#### PRESENT:

Shri S. K. Sen—Presiding Officer

#### APPEARANCES:

*On behalf of Employers*—Shri S. B. Kabra, Joint Director, Finance. Shri G. D. Dingra, Asstt. Director.

*On behalf of Workmen*—Shri G. G. Paradkar for O.N.G.C. Employees Mazdoor Sabha. Shri P. K. Jamadar for National Federation of Petroleum Workers. Shri Gurbachan Singh for O.N.G.C. Karmachari Union, and Shri J. P. Sharma for O.N.G.C. Employees Association, Dehra Dun.

INDUSTRY: Oil & Natural Gas.

#### AWARD

By Order No. 25/14/67-LRI-2 dated 11th September, 1967, the Central Government referred for adjudication an industrial dispute between the employers in

relation to the Oil and Natural Gas Commission and their workmen in respect of the matters specified in the following schedule:—

“(1) (a) Whether the demand of the workmen of the Oil and Natural Gas Commission for the revision. with effect from the 1st April, 1966, of the scales of pay of the following categories of workmen is justified?

- (a) Unskilled (A-8)
- (b) Semi-skilled and unskilled Supervisory (A-7)
- (c) Skilled Grade III (A-6)
- (d) Skilled Grade II (A-5)
- (e) Skilled Grade I (A-4)
- (f) Skilled Special Grade (A-3)
- (g) Highly Skilled Grade II (A-2)
- (h) Highly Skilled Grade I (A-1)
- (i) Technical Supervisory Grade VIII (B-9)
- (j) Technical Supervisory Ministerial Grade VII (B-8)
- (k) Technical Supervisory Ministerial Grade VI (B-7)
- (l) Technical Supervisory Ministerial Grade V (B-6)
- (m) Technical Supervisory Ministerial Grade IV (B-5)
- (n) Technical Supervisory Ministerial Grade III (B-4)
- (o) Technical Supervisory Ministerial Grade II (B-3)
- (p) Technical Supervisory Ministerial Grade I (B-2)
- (q) Ministerial Special Grade (B-1)

(b) If so, to what relief are the workmen entitled and from what date?

2. (a) Whether, having regard to the decision of the Oil and Natural Gas Commission to grant additional dearness allowance in accordance with the latest decision of the Central Government in respect of payment of dearness allowance to its employees the demand of the workmen for interim relief is justified?

(b) If so, to what relief are they entitled and from what date?”

2. In the order of reference two unions are mentioned as representing the workmen, namely the Oil and Natural Gas Commission Employees Mazdoor Sabha, Baroda and National Federation of Petroleum Workers, Bombay. The O.N.G.C. Employees Mazdoor Sabha filed a written statement before the tribunal. The National Federation of Petroleum Workers represented by Shri Raja Kulkarni, General Secretary, obtained extension of time for filing written statement on the ground that negotiations with the management for settlement were going on. Another union, namely O.N.G.C. Employees Association, Dehra Dun, applied before the tribunal for being added as a party and it was added as party. But it also obtained time for filing written statement as negotiations for settlement were going on. Mr. L. J. Johnson, Chairman of the Oil and Natural Gas Commission carried on negotiations not only with the three unions mentioned above but also with another union, namely O.N.G.C. Karmachari Union, Dehra Dun. Ultimately the efforts for an amicable settlement were crowned with success and a memorandum of settlement was signed by Mr. L. J. Johnson, representing the management and by four representatives of the four unions concerned, namely, Shri Sanat Mehta, for O.N.G.C. Employees Mazdoor Sabha, Shri Raja Kulkarni for the National Federation of Petroleum Workers, Shri S. C. Dutta for O.N.G.C. Karmachari Union, Dehra Dun and Shri J. P. Sharma, for O.N.G.C. Employees' Association, Dehra Dun. On the date fixed, namely 29th January 1968, representatives of the four unions as well as the management have appeared and have jointly filed the memorandum of settlement duly signed by the parties before the tribunal. The memorandum of settlement shows that liberal revised pay scales have been agreed for all categories of employees under the O.N.G.C. The memorandum of settlement also embodies the agreed scheme for bringing the employees of the Gujarat Pipeline Project under the O.N.G.C. who were on lower scales of pay than the employees elsewhere on pay scales equal to the pay scales prevailing at other places with effect from 1st November 1966 and then bring them on the revised pay scales with effect from 1st April 1967. At all other places also the revised pay scales are to be effective from 1st April 1967. The memorandum of settlement also includes two alternative schemes for fixing the pay of an employee under the revised pay scale, each individual employee being given the

option to choose one or the other of the alternative. The terms of settlement must be considered satisfactory and are accepted.

3. The terms of settlement cover items 1(a) and 1(b) of the schedule. As regards 2(a) and 2(b) of the schedule relating to interim relief which had been demanded by the workmen, the representatives of the management have stated that since liberal revised pay scales have been agreed to and they are given retrospective effect from 1st April 1967, the question of any interim relief does not arise. The representatives of the unions gave their assent to this proposition.

4. I therefore pass an award in terms of the memorandum of settlement which shall form part of the award. So far as item No 2 of the schedule is concerned, I placed on record the accepted position that the demand for interim relief has become irrelevant in view of the retrospective effect given to the revised pay scales.

Dated,  
29th January 1968

(Sd.) S. K. SEN.  
Presiding Officer.

### MEMORANDUM OF SETTLEMENT

#### BETWEEN

The Oil and Natural Gas Commission

#### AND

The Oil & Natural Gas Commission

Employees' Mazdoor Sabha,

The National Federation of Petroleum Workers

#### REPRESENTING

INTUC Affiliated O. N. G. C. Employees' Unions,

#### INCLUDING

The O.N.G.C. Employees' Union, Sibsagar

The Oil and Natural Gas Commission

Karamchari Union, Dehra Dun,

The Oil and Natural Gas Commission  
Employees' Association, Dehra Dun.

#### PARTIES PRESENT

##### Parties

1. The Oil and Natural Gas Commission.
2. The Oil and Natural Gas Commission Employees Mazdoor Sabha.
3. The National Federation of Petroleum Workers, representing INTUC affiliated O.N.G.C. Employees' Unions, including The O.N.G.C. Employees' Union, Sibsagar.
4. The Oil and Natural Gas Commission Karamchari Union, Dehra Dun.
5. The Oil and Natural Gas Commission Employees' Association, Dehra Dun.

##### Representing the parties

- Shri L. J. Johnson,  
Chairman.
- Shri Sanat Mehta,  
President.
- Shri Raja Kulkarni,  
General Secretary
- Shri S. C. Dutta,  
Secretary.
- Shri J. P. Sharma,  
President.

*Settlement of the Demand for Pay Revision between the Oil and Natural Gas Commission and Unions/Associations representing its Employees*

The employees of the Oil and Natural Gas Commission covered by the categories and the pay scales detailed in annexures I and I-A had been demanding,

*inter-alia*, a pay revision through their respective Unions and Associations. During negotiations on this issue, the Oil and Natural Gas Commission Employees Mazdoor Sabha, affiliated to the Hind Mazdoor Sabha, called a strike with effect from September 12, 1967. This strike call followed the termination of negotiations on August 18-19, 1967, when the Sabha demanded a 15 per cent interim relief. The strike affected employees in the Western Region, Dehra Dun, Jodhpur, Bombay and Karaikal.

The strike was called off on 24th September 1967 and with the permission of the National Industrial Tribunal appointed by the Government of India *vide* its Notification (F. No. 25/14/67-LRI-1) dated September 11, 1967, to settle the dispute, the negotiations were resumed. The National Industrial Tribunal allowed a period of two months to the parties to settle the dispute by negotiations.

Meetings were held on the following dates—

- (i) October 13, 1967
- (ii) November 4-5, 1967
- (iii) November 17-18, 1967
- (iv) November 28-29, 1967
- (v) December 9, 1967

In consideration of the mutual acceptance by the Unions/Associations and the Oil and Natural Gas Commission (herein referred to as "the Commission") to maintain industrial peace for a period of three years, an agreement, as contained in this document and annexures appended hereto, was reached between the Commission and the following Unions/Associations on December 9, 1967. The document and the annexures hereto will form an integral part of the Settlement:

- (a) The Oil and Natural Gas Commission Employees Mazdoor Sabha;
- (b) The National Federation of Petroleum Workers representing INTUC affiliated Oil and Natural Gas Commission Employees' Unions including The Oil and Natural Gas Commission Employees' Union, Sibsagar;
- (c) The Oil and Natural Gas Commission Karamchari Union, Dehra Dun, and
- (d) The Oil and Natural Gas Commission Employees' Association, Dehra Dun.

#### *Period of Settlement*

This settlement will be effective for a period of three years from January 20, 1968.

#### *Pay Scales*

The categories/posts and their existing pay scales and the corresponding revised pay scales are given in annexure I.

#### *Gujarat Pipeline Project*

The pay of the staff of the Gujarat Pipeline Project will be brought on to the appropriate stage in the existing pay scales as indicated in annexure I-A, with effect from November 1, 1966. The pay so determined will be the basis for pay fixation in the revised pay scales, as for other employees of the Commission.

#### *Principles of Pay Fixation*

The pay in the revised pay scales will be fixed according to the principles contained in annexure II. The pay so fixed will not be less than the present pay

#### *Effective date of Revised Pay Scales*

The revised pay scales will take effect from April 1, 1967. The arrears of pay and allowances accruing to the employees in terms of this Settlement will be paid in April 1968 alongwith the pay and allowances for the month of March, 1968.

#### *Definitions*

"Existing pay scales" mean the pay scales effective on November 1, 1966.

"Revised pay scales" mean the pay scales now agreed to be given effect to from April 1, 1967.

"Present pay" means the pay as on April 1, 1967, or the date of appointment/promotion in case of employees appointed/promoted after April 1, 1967, or the date of next increment.

*Signatures of the Parties*

*Representing management*

(Sd.) L. J. JOHNSON

*Representing employees*

1. (Sd.) SANAT MEHTA
2. (Sd.) RAJA KULKARNI
3. (Sd.) S. C. DUTTA
4. (Sd.) J. P. SHARMA

New Delhi,

The 20th January, 1968.

*Before me*

*Witnesses*

1. (Sd.) NATWAR LAL SHAH
2. (Sd.) RAMDAS
3. (Sd.) RAI SINGH

Annexure I

OIL & NATURAL GAS COMMISSION

*Statement showing the existing and Revised Pay Scales*

Designation	Existing Pay Scales		Revised Pay Scales		
	Pay Scale	Span of the scale	Pay Scale	Span of the scale	Identification No. of the scale
I	2	3	4	5	6
I.					
Attendant Guard	Rs. 75—1—85—EB—2—95.	15	Rs. 80—2.50—95—EB—3—110.	11	I.
Khalasi					
Sanitary Cleaner					
Mali					
Cleaner					
Guest House Attendant					
Helper					
II.					
Jamadar	Rs. 80—1—85—2—95—EB—3—110.	15	Rs. 85—2.50—95—3—101—EB—3—110—4—130.	14	II.
Daftry					
Head Mali					
Technical Attendant					
Hospital Attendant					
Sampler	Rs. 80—1—85—2—95—EB—3—110.	15	Rs. 90—2.50—95—3—104—4—112—EB—4—140.	14	III.
Technician Gd. V.					
Dresser					
III.					
Record Keeper	Rs. 85—2—95—3—110—EB—4—130.	15			
Fireman Gd. II					
Section Cutter					
Painter G. II					



Designation	Existing Pay Scales		Revised Pay Scales		
	Pay Scales	Span of the scale	Pay Scales	Span of the scale	Identification No. of the scale
I	2	3	4	5	6
Junior Mason Technician Gd. IV Shot Firer Workshop Attendant Mistry Operator (Concrete Mixer) Laboratory Attendant	Rs. 85—2—95—3— 110—EB—4—130.	15	Rs. 95—3—110—4— 118—EB—4—150.	15	IV.
IV.					
Operator Gestetner Senior Mason	Rs. 110—3—125.	5			
V.					
Painter Gd. I Fireman Gd. I Security Supervisor Truck Driver Road Roller Driver Technician Gd. III	Rs. 110—3—131—4— 143—EB—4—155.	13	Rs. 120—3—132—4— 140—EB—4— 160—5—170.	13	V.
VI.					
Apprentice Topman Assistant Gd. III Junior Accounts Assistant Sub-Overseer Caretaker	Rs. 110—4—150—EB— 4—170—5—180 (Starting pay in case of Caretaker Rs. 130.)	17	Rs. 120—4—148—EB— 4—164—5—194— 6—200.	18	VI.
Gauger Plumber Mechanic Cementing Mechanic Jr. Slinger Stenographer Gd. III	(Special pay in case of Stenographer Gd. III Rs. 20)		(Special pay in case of Stenographer Gd. III Rs. 20)		
VII.					
Tracer Ferroprinter	Rs. 110—4—150— EB—4—170—5— 180—EB—5—200.	21	Rs. 120—4—148— EB—4—164—5— 194—6—200.	18	VI.

Designation	Existing Pay Scales		Revised Pay Scales		
	Pay Scales	Span of the scale	Pay Scales	Span of the scale	Identification No. of the scale
I	2	3	4	5	6
VIII.					
Process Engraver Operator (Telcx) Operator (Telcm)	Rs. 130—5—175— EB—6—205—7— 212—EB—8—260.	21	Rs. 140—5—175— EB—6—205—7— 212—8—260—10— 280.	21	VII.
IX.					
Assistant Gd. II Accounts Assistant Storekeeper Gd. II Time Keeper Stenographer Grade II	Rs. 130—5—160—8— 200—EB—8—256— EB—8—280—10— 300.	23	Rs. 150—5—160—8— 200—EB—8—256— 8—280—10—290— 15—320.	20	VIII.
X.					
Compounder Nurse	Rs. 150—5—175—EB— 6—205—7—212— EB—8—260.	17	Rs. 160—5—175—6— 193—EB—6—205— 7—212—8—260— 10—280.	17	IX.
XI.					
Laboratory Assistant Fire Supervisor Security Officer Grade IV	Rs. 150—5—160—8— 240—EB—8—280— 10—300.	19	Rs. 160—8—240— EB—8—280—10— 290—15—320.	18	X.
XII.					
Operator (Cementing Unit) Driver Grade I Heavy Truck Driver Rigger Operator (Crane)	Rs. 150—5—175—6— 211—EB—7—225.	13	Rs. 160—5—175—6— 193—EB—6—205— 7—240.	13	XI.
Rigman Welder Grade II Technician Gd. II Production Operator Demonstrator Training School	Rs. 150—5—175—6— 211—EB—7—225.	13	Rs. 175—6—205—7— 212—EB—8—260.	12	XII

Designation	Existing Pay Scales		Revised Pay Scales		
	Pay Scales	Span of the scale	Pay Scales	Span of the scale	Indenti- fication No. of the scale
I	2	3	4	5	6
XIII.					
Technician Gd. I Topman Sr. Operator (Crane) Junior Surveyor Junior Draftsman Map Assistant Operator (Photostat)	Rs. 175—5—205—7— 212—EB—8—260.	12	Rs. 205—7—212—8— 244—EB—8—260— 10—300.	11	XIII.
XIV.					
Chargeman Gd. II Chargeman Gd. I Rig Builder High Pressure Welder Supervisor (Crane Buldozer)	Rs. 205—7—240—8. 280—EB—10—300.	12	Rs. 240—8—280—EB— 10—340.	11	XIV.
XV.					
Senior Draftsman Senior Surveyor Overseer (Civil, Electrical Mechanical) Operator (Photostat) Gd. I Inspector Gd. II (Transport) Storekeeper Gd. I Instructor Gd. II Assistant Gd. I Photographer Glass Blower	Rs. 210—10—290— EB—15—380.	14	Rs. 240—10—290—15— 305—EB—15—425.	14	XV.
XVI.					
Technical Assistant Gd. II Stenographer Gd. I Junior Accountant Receptionist	Rs. 210—10—290—EB— 15—380—EB—15— 425.	17	Rs. 240—10—290— 15—305—EB— 15—425.	14	XV.
Introduction of Se- lection Grade in the pay scale of Rs. 280—10—290—15— 380—EB—20—460.					

Designation	Existing Pay Scales		Revised Pay Scales		
	Pay Scales	Span of the Scale	Pay Scales	Span of the scale	Identification No. of the scale
I	2	3	4	5	6
					(11) for the Category (Identification) No. XV except in case of Sr. Draftsman, Sr. Surveyor, Overseer (Civil, Electrical & Mechanical), Operator (Photostat) Gd. I, Receptionist, Glass Blower and Photographer.
					XVI
XVII.					
Foreman Gd. II	} Rs. 250—10—290—15—380—EB—15—425.	13	Rs. 280—10—290—15—380—EB—20—460	11	XVI
Fire Officer					
Mud Supervisor					
Drilling Asstt.					
Design Draftsman					
Security Officer					
Grade III					
XVIII.					
Head Draftsman	} Rs. 325—15—415—EB—20—475.	9	Rs. 350—20—450—EB—25—600—E—30—720.	15	XVII.
Superintendent (Maps)					
Head Surveyor					
Instructor Gd. I					
Inspector Gd. I (Transport)					
Labour Welfare Inspector					
Senior High Pressure Welder			(To be categorised as officers, equivalent to former Class II category.)		
XIX.					
Law Inspector	} Rs. 350—20—450—25—475—EB—25—525				
Foreman Gd. I					
Chief Store Keeper					
Horticulturist Superintendent					
			{ Rs. 350—20—450—EB—25—600—EB—30—720.	15	XVII.
XX.					
Technical Assistant Gd. I	} Rs. 325—15—355—EB—20—475—EB—20—575.	13	(To be categorised as officers, equivalent to former Class II category.)		
Accountant					
Accountant (Cost)					
Asstt. Driller.					
	(Starting pay in case of Asstt. Driller Rs. 340).				

Designation]	Existing Pay Scales		Revised Pay Scales		
	Pay Scales	Span of the scale	Pay Scales	Span of the scale	Identification No. of the scale
1	2	3	4	5	6
			The existing pay scale of Private Secretary, viz., Rs. 350—25—650—BB—30—770 (16) to be revised to Rs. 375—25—575—BB—25—650—30—800.		
					16 XVIII.

NOTES : (1) Daftry (Scale Identification No. II) in Map Office of Geology Directorate only will be paid an allowance of Rs. 5/- per month.

(2) Assistant, grade III, and Junior Accounts Assistant (Scale identification No. VI) who on the basis of a test conducted by the appropriate authority in the Commission is certified to have attained a speed of 40 words per minute, will be paid an allowance of Rs. 5/- per month. This allowance would be paid from a date when the employee's speed is certified by the appropriate authority.

(3) Drivers, grade I, and Heavy Truck Drivers (Scale identification No. XI), who are employed on driving heavy vehicles moved by prime-movers and attached with low-bed trailers, or of 7 tons and above, will be paid an allowance of Rs. 15/- per month during the period they perform this duty.

(4) An allowance of 10 per cent of pay will be paid to the technical staff posted in the Central Workshop, Baroda. This allowance will be called the 'Baroda Central Workshop Allowance'.

(5) Promotion to the Selection Grade (Scale identification No. XVI) will be on the basis of 'seniority-cum-fitness'.

(6) Allowances to Categories enumerated at serial numbers (1) and (4) above will be paid effective from 1st April 1967. Shri Mohindru and also pointed out that the reply to the explanation was given by him under threats. A chargesheet was served on Shri Khanna by Shri G. R. Kapur, Audit Officer of the Bank on 24th July, 1961. As a result of the enquiry Shri Khanna was punished by withholding two graded increments for the years 1963 and 1964. Subsequently the increments for these years were released and instead those for the years 1965 and 1956 were withheld. The order of punishment is challenged on the following grounds :—

- The bank management appointed Shri G. R. Kapur (charge-sheeting authority) as an enquiry officer in disregard of the mandatory provisions of the Shashtri award and the principles of natural justice;
- The bank management never displayed a notice on the board or notified the names of the punishing authority and/or the appellate authority as required under the Shashtri and Desai awards;
- A reasonable opportunity was not given to Shri Khanna by the enquiry officer to defend himself as the required documents and the audit report were not placed on the record in spite of requests made for the same and he was also denied the opportunity of personal hearing by him before passing the final order of punishment;
- Shri G. R. Kapur could not act as competent charge-sheeting authority as well as the punishing authority as he was not appointed as such in accordance with the provisions of law;
- The management pre-judged the case of Shri Khanna and the enquiry was a sham affair; and
- Under the law only one increment could be stopped and, therefore, the order withholding two increments was bad in law.

1	2	3	4	5	6
3	Sr. Accountant.	Rs. 270-15-435- EB-20-575 <sub>g</sub>	Rs. 325-15-355- EB-20-475-EB- 20-575	Accountant	XVII.
4	Electrical Foreman]	Rs. 350-20-450- 25-475	Rs. 350—20-450- 25-475-EB-25- 525	Foreman Gd. I	XVII.
5	High Pressure Welder Senior.	Rs. 300-20-500	Rs. 325-15-415- EB-20-475	Senior High Pressure Wel- der.	XVII.
6	Auto Foreman . . .	Rs. 250-450 (consolidated)	Rs. 250-10-290- 15-380-EB-15- 425	Foreman Gd. II.	XVI.
7	Senior Electrician. . .	Rs. 250-10-290- 15-380	Rs. 250-10-290- 15-380-EB-15- 425	Foreman Gd. II. (Elect.)	XVI.
8	Switch Board Attendant	Rs. 250-10-290- 15-380.	Rs. 250-10-290- 15-380-EB-15- 425	Foreman Gd. II.	XVI.
9	Senior Mechanic (Instru- ment)	Rs. 250-10-290- 15-380	Rs. 250-10-290- 15-380-EB-15- 425	Foreman Gd. II (Ins- trument)	XVI.
10	Line Inspector. . . .	Rs. 250-10-290- 15-380	Rs. 250-10-290- 15-380-EB-15- 15-425	Line Inspector	XVI.
11	Senior Mechanic . . .	Rs. 250-10-290- 15-380	Rs. 250-10-290- 15-380-EB-15- 425	Foreman Gd. II.	XVI.
12	Junior Accountant . . .	Rs. 180-10-290- EB-15-380	Rs. 210-10-290- EB-15-380-EB- 15-425	Junior Accoun- tant.	XV.
13	Senior Stenographer. . .	Rs. 210-10-290- 15-320-15-425	Rs. 210-10-290- EB-15-380-EB- 15-425	Stenographer Grade I.	XV.
14	Avalkarkun . . . . .	Rs. 210-10-290- 15-320-EB-15- 380.	Rs. 210-10-290- EB-15-380	Assistant Gd. I. (Land Acquisition).	XV.
15	Head Assistant . . . .	Rs. 210-10-290- 15-320-EB-15- 380	Rs. 210-10-290- EB-15-380.	Assistant Gd I	XV.
16	Senior Operator. . . .	Rs. 210-10-290- 15-320-EB-15- 425	Rs. 210-10-290- EB-15-380-EB- 15-425	Technical Assistant Gd. II	XV.
17	Overseer. . . . .	Rs. 180-10-290- 15-320-EB-15- 380	Rs. 210-10-290- EB-15-380	Overseer (Civil, Elec- trical, Mecha- nical).	XV.
18	Junior Mechanic . . . .	Rs. 200-10-300	Rs. 205-7-240-8- 280-EB-10-300	Chargeman (Mech.)	XIV.
19	Junior Electrician. . .	Rs. 200-10-300	Rs. 205-7-240-8- 280-EB-10-300	Chargeman (Elect.)	XIV.
20	Surveyor . . . . .	Rs. 150-5-175-6- 205-EB-240	Rs. 175-6-205-7- 212-EB-8-260	Junior Surveyor	XIII.
21	Junior Draftsman . . .	Rs. 150-5-175-6- 205-EB-7-240	Rs. 175-6-205-7- 212-EB-8-260	Junior Drafts- man.	XIII.
22	Auto Electrician. . . .	Rs. 150-5-175-6- 205-7-240	Rs. 175-6-205-7- 212-EB-8-260	Technician Gd. I.	XIII.
23	Junior Operator. . . .	Rs. 150-5-175-6- 205-7-240	Rs. 150-5-175-6- 211-EB-7-225	Production Operator	XII.

2	3	4	5	6
Auto Fitter . . . .	Rs. 120-250 (consolidated)	Rs. 150-5-175-6- 211-EB-7-225	Tec nician Gd. II (Auto Fitter)	XII.
Senior Assistant . . . .	Rs. 130-5-160-8- 200-EB-8-256- EB-8-280-10- 300	Rs. 130-5-160-8- 200-EB-8-256- EB-8-280-10- 300	Assistant Gd. II.	VIII.
Senior Accounts Assis- tant.	Rs. 130-5-160-8- 200-EB-8-256- EB-8-280-10-300	Rs. 130-5-160-8- 200-EB-8-256- EB 8-280-10-300	Accounts Assistant	VIII.
Junior Stenographer . . . .	Rs. 130-5-160-8- 200-EB-8-256- EB-8-280-10- 300	Rs. 130-5-160-8- 200-EB-8-256- EB-8-280-10- 300	Stenographer Grade II	VIII.
Telephone Operator. . . .	Rs. 110-4-150- EB-4-170-5-180 -EB-5-225	Rs. 130-5-175- EB-6-205-7-212- EB-8-260	Operator (Telex)	VII.
-typist . . . .	Rs. 110-3-131-4- 155-EB-4-175- 5-180- plus Rs. 20/- special pay.	Rs. 110-4-150- EB-4-170-5- 180 plus Rs. 20/- special pay.	Stenographer Grade III.	VI.
Asst-cum-Clerk/Typist Clerk.	Rs. 110-3-131-4- 155-EB-4-175- 5-180	Rs. 110-4-150- EB-4-170-5-180.	Assistant Gd. III	VI.
Tally Clerk. . . .	Rs. 110-3-131-4- 155-EB-4-175- 5-180	Rs. 110-4-150- EB-4-170-5-180	Assistant Gd. III	VI.
Tracer . . . .	Rs. 110-3-131-4- 155-EB-4-175- 5-180	Rs. 110-4-150- EB-4-170-5- 180-EB-5-200	Tracer	VI.
Auto Mechanic . . . .	Rs. 110-3-131-4- 155-EB-4-175- 5-180	Rs. 110-4-150- EB-4-170-5-180	Auto Mechanic	VI.
Painter . . . .	Rs. 110-3-131	Rs. 110-3-131-4- 143-EB-4-155	Painter Gd. I.	V.
Truck Driver. . . .	Rs. 110-3-131-4- 139	Rs. 110-3-131-4- 143-EB-4-155	Truck Driver.	V.
Senior Mason. . . .	Rs. 110-3-131-4- 143-EB-4-175	Rs. 110-3-125	Senior Mason.	V.
Guard. . . .	Rs. 70-1-80-EB- 1-85.	Rs. 75-1-85-EB- 2-95.	Guard. *	I.
Helper. . . .	Rs. 110-150 (consolidated)	Rs. 75-1-85-EB- 2-95.	Helper.	I.
Attendant. . . .	Rs. 70-1-80-EB- 2-95.	Rs. 75-1-85-EB- 2-95.	Attendant.	I.
Guest House . . . .	Rs. 80-EB-	Rs. 75-1-85-EB-*	Guest House	I.

## ANNEXURE II

*Principles of Pay Fixation in the Revised Pay Scales*

The pay in the revised pay scales will be fixed on the basis of either of the following two alternatives, as may be opted by an employee. Form of option at annexure III:—

2. *Alternative I:—*

- A. (i) (a) The initial pay will be fixed at the minimum of the revised pay scale, when such minimum is more than the present pay;
- (b) When the present pay is equal to or more than the minimum of the revised pay scale the initial pay will be fixed at the revised pay scale at the stage in this pay scale above the present pay in the existing pay scale;
- (ii) To the pay thus arrived at, one increment will be added for three completed years of service in the existing pay scale whether this scale is the most Pay Rationalisation pay scale or the corresponding pay scale immediately preceding;
- (iii) Advance increment(s) granted at the time of initial recruitment will count for the purpose of calculating of service, in (ii) above;
- (iv) Where the increase of pay arrived at by applying this rule is less than the difference between the minimum of the existing and the revised scales of pay the increase will be the difference between the two minima. Where the pay thus arrived at does not fit into any of the stages of the revised scale, the pay will be fixed at the next higher stage in the revised pay scale;
- (v) In the case of employees in grades in Scale Identification from IV to VII, the minimum increase will be a sum of Rs. 10 per month. If by adding the sum of Rs. 10 to the existing pay of an employee, the pay arrived at falls between two stages in the revised pay scale the pay will be fixed at the lower stage. If the employee will be given a personal pay increase between his pay so arrived at and the pay of the next stage. Such personal pay will be absorbed in the next increment.

B. The date of increment will remain unchanged.

- C. An employee will have the option to elect the revised pay scale from the date of his next increment. In such an event the employee will be entitled to the retrospective benefit of the pay scale from the date earlier than the date of such increment.

3. *Alternative II:*

- A. (i) The pay of an employee in the revised pay scale will be fixed on the point-to-point basis and will be effective on November 1, 1968.



5. A few typical illustrations of pay fixation in terms of the above principles are given hereunder:—

- (i) An Attendant's pay on 1st April 1967 was Rs. 77.00 the date of next increment being 1st June 1967. His pay would be fixed:

*Under Alternative I:*

(a) Pay on 1st April 1967	Rs. 77.00
(b) Stage next above in the revised scale (being the minimum of the revised scale)	Rs. 80.00
(c) Add two increments for six completed years of service (period beyond six years being less than three completed years ignored)	Rs. 5.00
Pay so arrived	Rs. 85.00

In terms of Clause A(v) the minimum increase has to be Rs. 10. The pay, therefore, should be Rs. 87.00. Rs. 87.00 fall in between stages of Rs. 85.00 and Rs. 87.50. His pay, therefore, would be fixed at Rs. 85.00 plus Rs. 2.00 as personal pay. This personal pay would be absorbed at the time of his next increment of Rs. 2.50 on 1st June, 1967.

*Under Alternative II:*

(a) Pay on 1st April, 1967	Rs. 77.00
(b) He has thus reached two stages above the minimum of the existing pay scale.	
(c) His pay, therefore, in the revised pay scale would be fixed as under:—	
1. Minimum of the revised scale	Rs. 80.00
2. Add two increments for two stages	Rs. 5.00
	Rs. 85.00

Like his pay fixed in Alternative I this would be raised to Rs. 87.00 so that the minimum increase of Rs. 10 is ensured so his pay would be fixed at Rs. 85 plus Rs. 2 as personal pay. This personal pay would be absorbed at the time of his next increment of Rs. 2.50 on 1st June, 1967.

- (2) A Storekeeper, grade J was in receipt of Rs. 250.00 per month as pay on 1st April, 1967, the date of next increment being 1st October, 1967. He has, thus completed 4 years of service on 1st April, 1967. His pay would be fixed:—

*Under Alternative I:*

(a) Pay on 1st April, 1967	Rs. 250.00
(b) Stage next above in the revised scale	Rs. 260.00
(c) Add one increment for three completed years of service (period beyond 3 years being less than 3 completed years ignored)	Rs. 10.00
	Rs. 270.00

Since the difference between the minimum of the existing pay scale and the revised pay scale is Rs. 30.00 and the increase in pay, worked out above, is only Rs. 20.00 his pay will be fixed at Rs. 280.00.

- (d) Date of increment 1.10.67

*Under Alternative II:*

- (a) Pay on 1st April, 1967 Rs. 250.00

(b) He has, thus, reached four stages above the minimum of the existing pay scale. His pay would be fixed at Rs. 280.00 plus Rs. 10.00 as personal pay and allowances for the month of March, 1968.

#### Definitions

"Existing pay scales" mean the pay scales effective on November 1, 1966.

"Revised pay scales" mean the pay scales now agreed to be given effect to from April 1, 1967.

(3) A Superintendent's pay on 1st April 1967 was Rs. 450.00, the date of next increment being 17th April, 1967. His pay under alternative II will be fixed at the same stage, e.g. at Rs. 450.00, since there is no change in the revised pay scale as compared to the existing pay scale in the initial stage.

His pay under alternative I, however, would be fixed as under. He would opt to come over to the revised pay scale from 17th April, 1967 (being more beneficial to him), when he got his next increment raising his pay to Rs. 475.00 and completed six years of service:

(a) Pay on 17th April, 1967	Rs. 475.00
(b) Stage next above in the revised pay scale	Rs. 500.00
(c) Add two increments for six completed years of service	Rs. 50.00
	Rs. 550.00

(4) An Assistant, grade II's pay on 1st April, 1967 was Rs. 188, the date of next increment being 15th August, 1967. His pay would be fixed under both the alternatives as under:

*Alternative I:*

(a) Pay on 1st April, 1967	Rs. 168.00
(b) Stage next above in the revised pay scale	Rs. 176.00
(c) Add two increments for six completed years of service (balance period being ignored)	Rs. 16.00
	Rs. 192.00

*Alternative II:*

(a) Pay on 1st April, 1967	Rs. 168.00
(b) He has thus reached seven stages above the minimum of the existing pay scale.	
(c) His pay, therefore, in the revised pay scale would be:	
1. Minimum of the revised pay scale	Rs. 150.00
2. Add seven increments for seven stages	Rs. 50.00
	Rs. 200.00

His pay at Rs. 200.00 under the alternative II being more than that under alternative I, he would opt for alternative II.

ANNEXURE III  
OIL AND NATURAL GAS COMMISSION  
*Form of Option*

\* (i) I, ..... hereby elect the revised pay scale (.....)  
(Mention the pay scale)

w.e.f. April 1, 1967.

\* (ii) I, ..... hereby elect the revised pay scale (.....) w.e.f. ....  
(Mention the pay scale)

the date of my next increment after 1-4-67

raising my pay to Rs. ....

(iii) I elect \*Alternative I/Alternative II of the principles of pay fixation

Existing scale is: .....

Signature .....

Name .....

Date: ..

Designation .....

Station: ..

Office in which employed .....

\*To be scored out if not applicable.

[No. 25/14/67-LRI]

*New Delhi, the 8th February 1968*

**S.O. 643.**—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal Calcutta in the Industrial Dispute between the employers in relation to the Punjab National Bank Limited, Kharagpur and their workmen, which was received by the Central Government on 5th February, 1968.

**CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, CALCUTTA**

**REFERENCE No. 82 OF 1967**

**PARTIES:**

Employers in relation to the Punjab National Bank Ltd., Kharagpur,

AND

Their workmen.

**PRESENT:**

Shri S. K. Sen—Presiding Officer.

STATE: West Bengal.

INDUSTRY: Banking.

**AWARD**

By Order No. 51/52/67-LRIII, dated 30th October 1967, the Central Government referred for adjudication an industrial dispute between the employers in relation to the Punjab National Bank Limited, Kharagpur and their workmen in respect of the matters specified in the following schedule:

“Whether the demand of Shri Ved Prakash Taneja, Supervisor of the Punjab National Bank Ltd., Kharagpur that his services as Supervisor should be counted from the 21st July 1962 for purposes of seniority and other service benefits, is justified? If so, to what relief is he entitled?”

2. Both the parties filed written statements setting out their respective cases. In paragraph 12 of the written statement on behalf of the workman, Shri Ved Prakash Taneja, it was mentioned that he had recently obtained promotion to the Officer's grade E as Supervisor. In the written statement filed on behalf of the management it was stated in paragraph 3(c) that Shri Ved Prakash Taneja was promoted to the Officer's cadre, Grade E with effect from 1st July 1967 and his basic pay from that date was Rs. 565 plus local allowance of Rs. 25 plus ad hoc dearness allowance of Rs. 50 plus Special pay allowance of Rs. 25, per month in the scale of pay of Grade 'E' namely, Rs. 515—25—865—E.B.—30—985, while as workman Shri Ved Prakash was drawing basic pay of Rs. 273 plus dearness allowance and Special dearness allowance.

3. Section 2(s) of the Industrial Disputes Act defines a workman and states that the term 'workman' shall not include any person who being employed in Supervisory capacity draws wages exceeding Rs. 500 per month. Thus even before the date of the order of reference, Shri Ved Prakash Taneja had ceased to be a workman.

4. On 29th January 1968 a joint petition signed by the two parties was received stating that the parties had arrived at a settlement and that in view of the fact that Shri Ved Prakash Taneja has been promoted to the Officer's grade with effect from 1st July 1967, the existing rules relating to the promotion of officers would now apply to him and therefore it is unnecessary to decide the issue referred for adjudication. The reference must in fact be considered infructuous as Shri Ved Prakash Taneja ceased to be a workman.

BEFORE THE PRESIDING OFFICER, THE CENTRAL GOVERNMENT  
INDUSTRIAL TRIBUNAL, CALCUTTA

REFERENCE No. 82 OF 1967

In the matter of an industrial dispute

BETWEEN

Shri Ved Prakash Taneja of Pay Office, Kharagpur, represented by the All  
India Punjab National Bank Employees Association, Delhi—*Applicant*

*Vs.*

The Punjab National Bank Limited, Head Office, Parliament Street, New  
Delhi—*Opposite Party*.

Parties to the aforementioned dispute beg to state as under:—

(1) That the following reference made by the Government as per its order No. 4013 published in the Gazette of India No. 45, dated 11th November 1967 [Part II Section 3(11)] is pending adjudication before this Hon'ble Tribunal:—

“Whether the demand of Shri Ved Prakash Taneja, Supervisor of the Punjab National Bank Ltd., Kharagpur that his services as Supervisor should be counted from the 21st July, 1962 for purposes of seniority and other service benefits, is justified? If so, to what relief is he entitled?”

(2) That the parties have arrived at a settlement with regard to the aforesaid dispute on the following terms:—

- (i) That in view of the fact that Shri V. P. Taneja has now been promoted as an Officer and is working as such with effect from 1st July 1967, it has become unnecessary to decide the issue referred to for adjudication.
- (ii) That in respect of promotion in future of Shri V. P. Taneja, the existing rules of the Bank relating to promotion of Officers would apply to him and he would be treated on the same basis as other Officers in the Bank for this purpose.

(3) That it is prayed that an award be made in terms of the compromise as stated above.

Place: New Delhi.

Date: 18-1-1968.

For the Punjab National Bank Ltd.  
(Sd.) Illegible.

For the All India Punjab  
National Bank Employees  
Association, 898, Nai Sarak,  
Chandni Chowk, Delhi-6.

Staff Manager.

Sd. Illegible.

General Secretary.

[No. 51/52/67/LRIII.]

*New Delhi, the 12th February 1968*

**S.O. 644.**—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Jabalpur, in the industrial dispute between the employers in relation to the Inganijharan Mines of Shri L. N. Bhanja Deo and their workmen, which was received by the Central Government on the 7th February, 1968.

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUM-  
LABOUR COURT, JABALPUR

*Dated January 29, 1968*

**PRESENT:**

Shri G. C. Agarwala—Presiding Officer.

CASE REF. NO. 3 OF 1965 (DHANBAD TRIBUNAL)

CASE REF. NO. CGIT/LC(R)(96)/67 (JABALPUR TRIBUNAL)

Introduction of Se-  
lection Grade in  
the pay scale of Rs.  
280—10—290—15—  
380—EB—20—460.

## ANNEXURE

## MEMORANDUM OF SETTLEMENT

## Representation of Parties

*On behalf of the Management*

M/s Inganijharan Mines of  
Sri L. N. Bhanja Deo.  
Sri R. Misra, Manager.

*On behalf of the Workmen*

K. M. F. W. Union, Barbil  
1. Sri D. C. Mohanty, President.  
2. Sri H. Behera, General Secretary.

*Short Recital of the Case*

There were industrial disputes regarding the appointment of Contractors in Inganijharan Iron and Manganese Mines of Sri L. N. Bhanja Deo. K.M.F.W. Union representing the workmen demanded the abolition of all contractors. The issues were referred to the Industrial Tribunal in Government Notification No. 37/1/64-LR.I of 21st December 1964. The parties have mutually discussed amongst themselves the issues involved in the reference and have come to the following terms of settlement out of free volition.

*Terms of Settlement*

1. It is agreed between the Parties that till the law regarding abolition of Contract system in the working of the Mines are enacted there shall be one Monopoly Contractor in Inganijharan Iron & Manganese Mines of Sri L. N. Bhanja Deo.

2. It is agreed that the existing workmen working in the Mines under the different contractors shall be brought under the Control and Management of the said Monopoly Contractor without any prejudice to their past services, service conditions and the facilities enjoyed by them at present.

3. It is agreed that the workmen engaged by M/s. Southern Mining Works shall be brought under the Control and Management of the Monopoly Contractor without prejudice to their present service conditions.

4. It is agreed that in case the Monopoly Contractor does not fulfil their overall responsibilities, the Management shall look to it.

5. It is agreed that the Parties shall present this settlement before the Presiding Officer, Industrial Tribunal Government of India, Jabalpur for being made an award as full and final settlement of the disputes referred to the Tribunal in Government's notification No. 37/1/64-LR.I of 21st December 1964 and numbered as Case No. 3/65[CGIT/LC(R)(96)/87].

Sd/- R. MISRA

29.12.67

Manager  
On behalf of the Employer  
Inganijharan Mines of Sri  
L. N. Bhanja Deo.

Sd/- D. C. MOHANTY

29.12.67

President  
On behalf of the workmen,  
K.M.F.W. Union, Barbil, Dist. Keonjhar  
(Orissa).

Sd/- H. BEHERA

29.12.67.

General Secretary.

*Part of Award*

(Sd.) G. C. AGARWALA,

Presiding Officer.

29.1.1968.

[No. 37/1/64-LR.I.]

## ORDERS

New Delhi, the 5th February 1968

S.O. 645.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Punjab National Bank Limited and their workmen in respect of the matter specified in the Schedule hereto annexed;

And, whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 7A, and clause (d) of sub-section (1) of section 10, of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby constitutes an Industrial Tribunal of which Shri J. S. Ranawat shall be the Presiding Officer, with headquarters at Jaipur and refers the said dispute for adjudication to the said Tribunal.

#### SCHEDULE

Whether the action of management of the Punjab National Bank Ltd., New Delhi, in shifting the date of increment of their employee Shri B. K. Mandhana-clerk-cum-godown keeper in the Bhilwara Branch of the Bank from the 13th October, to the 30th December, every year is justified? If not to what relief is the workman entitled?

[No. 23/2/68/LRIII.]

*New Delhi, the 6th February 1968*

**S.O. 646.**—Whereas the Central Government is of opinion that an industrial dispute exists between the employer in relation to the management of M/s. Bikaner Gypsum Limited, Bikaner, and their workmen in respect of the matter specified in the Schedule hereto annexed;

And, whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 7A, and clause (d) of sub-section (1) of section 10, of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby constitutes an Industrial Tribunal, with Shri Jawan Singh Ranawat as Presiding Officer with Headquarters at Jaipur, and refers the said dispute for adjudication to the said Tribunal.

#### SCHEDULE

Whether the action of the management of M/s. Bikaner Gypsum Limited, Bikaner, in terminating the services of Shri P. S. Roy, Supervisor, with effect from the 1st October, 1967 by accepting his letter of resignation dated the 31st August, 1967, after its withdrawal by him on the 23rd September, 1967, was justified? If not, to what relief is he entitled?

[No. F. 24/1/68-LRI.]

O. P. TALWAR, Under Secy.

#### (Department of Labour and Employment)

*New Delhi, the 5th February 1968*

**S.O. 647.**—In exercise of the powers conferred by sub-rule (3) of rule 1 of the Mines Vocational Training Rules, 1966, the Central Government hereby appoints the 1st day of June, 1968, as the date on which the provisions of rule 9 shall come into force in so far as it is applicable to persons who have been in employment in mines for a period not exceeding one year on that date.

new scale

1968. F. 24/1/68-LRI.]

(c) His pay in the revised pay scale, therefore, would be fixed as under:—

- |  |            |
|--|------------|
| 1. Minimum of the revised pay scale    | Rs. 240-00 |
| 2. Add four increments for four stages | Rs. 40-00  |

Same as in Alternative I.

Rs. 280-00

Ministry of Labour and Employment No. S.O. 3699, dated the 22nd November, 1965, namely:—

In the Schedule to the said notification, for item 9 and the entries relating thereto, the following entries shall be substituted, namely:—

1	2	3
9. Persons defined in the Mines Rules, 1955, as holding positions of supervision or management or employed in a confidential capacity:	The provisions contained in sections 29, 33, 35 and 36.	
Provided that the exemption from section 33 of the Act shall not—		
(i) operate to the prejudice of the rights to which any such person may be entitled under the terms of any award, agreement or contract of service, or		
(ii) apply to any such person whose basic pay does not exceed Rs. 500/- per mensem.		

[No. 6/1/68-MI.]

J. D. TEWARI, Under Secy.

(Department of Labour and Employment)

*New Delhi, the 9th February 1968*

**S.O. 649.**—In exercise of the powers conferred by sub-section (1) of section 4 of the Coal Mines Labourer Welfare Fund Act, 1947 (32 of 1947), and in supersession of the notification of the Government of India in the late Ministry of Labour and Employment No. S.O. 899 dated the 11th April, 1961 the Central Government hereby directs that the proceeds of the duty levied under section 3 of the said Act, on or after the 1st April, 1968 and credited to the Coal Mines Labour Housing and General Welfare Fund shall be apportioned between the general welfare account and the housing account of the Fund in the ratio of 7:5.

[No. 1/1/68/M-II.]

C. R. NAIR, Under Secy.

(Department of Rehabilitation)

(Office of the Chief Settlement Commissioner)

*New Delhi, the 1st February 1968*

**S.O. 650.**—Whereas the Central Government is of the opinion that it is necessary to acquire the evacuee properties specified in the schedule hereto annexed in the State of Gujarat, Maharashtra, Andhra Pradesh, Madras, Mysore and Kerala for a public purpose being a purpose connected with the relief and rehabilitation of displaced persons including payment of compensation to such persons.

Now, therefore, in exercise of the powers conferred by section 12 of the Displaced Persons (Compensation and Rehabilitation) Act, 1954 (44 of 1954), it is notified that the Central Government has decided to acquire and hereby acquires the evacuee properties specified in the Schedule hereto annexed.

**A—SCHEDULE**

All properties in the States of Gujarat, Maharashtra, Madras, Mysore, Andhra Pradesh and Kerala which have vested in the Custodian under section 11 of the Evacuee Interest (Separation) Act, 1951, as a result of adjudication by the Competent Officer under the provisions of the said Act upto 31st December 1967 and in respect of which no appeals have been filed, and if filed, have been rejected by the Appellate Officer.

[No. 1(27)/Comp. & Prop/61.]



*New Delhi, the 2nd February 1968*

**S.O. 651.**—Whereas the Central Government is of the opinion that it is necessary to acquire the evacuee properties specified in the schedule hereto annexed in the States of Punjab and Haryana for a public purpose being a purpose connected with the relief and rehabilitation of displaced persons, including payment of compensation to such persons.

Now, therefore, in exercise of the powers conferred by section 12 of the Displaced Persons (Compensation and Rehabilitation) Act, 1954 (44 of 1954), it is notified that the Central Government has decided to acquire and hereby acquires the evacuee properties specified in the schedule hereto annexed.

#### THE SCHEDULE

All properties in the State of Punjab which have been vested in the Custodian under section 11 of the Evacuee Interest (Separation) Act, 1951, as a result of adjudication by the Competent Officer under the provisions of the said Act upto 31st December 1967 in respect of which appeals have not been filed, and if filed, have been rejected by the Appellate Officer concerned.

[No. 16(18)58/Prop.II/Comp.]

**S.O. 652.**—Whereas the Central Government is of the opinion that it is necessary to acquire the evacuee properties specified in the schedule hereto annexed in the State of Rajasthan for a public purpose being a purpose connected with the relief and rehabilitation of displaced persons, including payment of compensation to such persons

Now, therefore, in exercise of the powers conferred by Section 12 of the Displaced Persons (Compensation and Rehabilitation) Act, 1954 (44 of 1954), it is notified that the Central Government has decided to acquire and hereby acquires the evacuee properties specified in the schedule hereto annexed.

#### A—SCHEDULE

All properties in the State of Rajasthan which have vested in Custodian under Section 11 of the Evacuee Interest (Separation) Act, 1951, as a result of adjudication by the Competent Officer under the provisions of the said Act, upto 31st December 1967 and in respect of which no appeals have been filed, and if filed, have been rejected by the Appellate Officer

[No. 22(13)/Comp and Prop. 61.]

**S.O. 653.**—Whereas the Central Government is of the opinion that it is necessary to acquire the evacuee properties specified in the Schedule hereto annexed in the State of Uttar Pradesh for a public purpose being a purpose connected with the relief and rehabilitation of displaced persons, including payment of compensation to such persons.

Now, therefore, in exercise of the powers conferred by Section 12 of the Displaced Persons (Compensation and Rehabilitation) Act, 1954 (44 of 1954), it is notified that the Central Government has decided to acquire and hereby acquires the evacuee properties specified in the Schedule hereto annexed.

#### SCHEDULE

All properties in the State of Uttar Pradesh which have vested in the Custodian under Section 11 of the Evacuee Interest (Separation) Act, 1951 as a result of adjudication by the Competent Officer, under the provisions of the said Act, upto 31st December 1967, in respect of which no appeals have been filed, and if filed, have been rejected by the Appellate Officer concerned. <sup>stating that the parties had arrived at a settlement and that in view of the fact that Shri Ved Prakash Taneja has been promoted to the Officer's grade with effect from 1st July 1967, the existing rules relating to the promotion of officers would now apply to him and therefore it is unnecessary to decide the issue referred for adjudication. The reference must in fact be considered infructuous as Shri Ved Prakash Taneja ceased to be a workman from before the date of order of reference.</sup>

5. Accordingly my award is that the reference has become infructuous. A copy of the joint petition is attached to the award.

Dated,  
The 31st January, 1968.

(Sd.) S. K. SEN,  
Presiding Officer,

notified that the Central Government has decided to acquire and hereby acquires the evacuee properties specified in the schedule hereto annexed.

**A—SCHEDULE**

All properties in the States of Delhi, Madhya Pradesh Bihar and Orissa, which have vested in the Custodian under Section 11 of the Evacuee Interest (Separation) Act, 1951, as a result of adjudication by the Competent Officer under the provisions of the said Act upto 31st December 1967 and in respect of which no appeals have been filed, and if filed, have been rejected by the Appellate Officer.

[No. 22(14)Comp. & Prop/61 ]

**A. G. VASWANI,**

Settlement Commissioner & *Ex-Officio* Under Secy.

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(Department of Rehabilitation)

(Office of the Chief Settlement Commissioner)

*New Delhi, the 5th February 1968*

**S.O. 655.**—In exercise of the powers conferred by Sub-Section (1) of the Section 34 of the Displaced Persons (Compensation and Rehabilitation) Act, 1954 (44 of 1954) the Central Government hereby directs that the powers exercisable by it under Sub-Section (4) of Section 24 and Section 33 of the said Act shall be exercisable also by Shri Rajni Kant, Deputy Custodian General subject to the condition that he shall not exercise any of such powers in relation to any matter in which an order has been made by him as authorised Chief Settlement Commissioner.

[No. 5/(8)/AGZ/65.]

**V. NANJAPPA,** Secy.